

# Annual Quality Report 2021 - 2022



“Enhancing patient care through training”

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# Foreword

It is the Northern Ireland Medical and Dental Training Agency's (NIMDTA's) pleasure to introduce its Annual Quality Report for 2021-22.

NIMDTA **transforms culture** by embedding the maintenance and improvement of quality within its Strategic plan, Business Plan and structure for meetings. Excellence is promoted throughout the organisation (recruitment, induction, engagement and development), in our interactions with trainees (education and employment), and externally by sharing good practice (NHS Education for Scotland Annual Conference, Developing Excellence in Medical Education Conference, and National Careers Conference). The importance to NIMDTA of working closely with partners is shown in the fora we have set up (NIMDTA Staff; Trainees; Recognised Trainers; Lead Educators; Directors of Medical Education), in our extensive engagement with the Health and Social Care (HSC) System and our wide-ranging participation in many national groups.

**Strengthening the workforce** is NIMDTA's key role. Education and Training is provided at all levels –

- Board (workshop programme);
- Clinical Facilitators;
- Dentists and Dental Care Professionals;
- Education Management Staff (Staff Development Programmes);
- Educators (Flagship events; Faculty Development courses; support for educational qualifications);
- GP Appraisers;
- Lay Representatives;
- Recognised Trainers (STATUS: Achieving and Maintaining Recognition; GP Learning and Teaching);
- Senior Management (Away Days and Education Forum); and
- Trainees (programme-specific; iQUEST; EQUIP; ENGAGE; academic and leadership programmes; Representative and Ambassador Training).

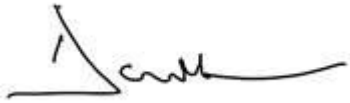
In addition, we provide support for trainees through our team of Education Programme Leaders and our Professional Support Unit (one-to-one meetings; careers advice; mentoring; coaching; education assessment). We support staff members through our Team Leaders and Staff Health and Wellbeing programme as well as by providing access to counselling and Occupational Health Services. We provide Educators and Trainers with induction, training and support from Senior Educators.

A focus on **measuring improvement** is fundamental to NIMDTA's Strategic and Business Plans, making use of Key Performance Indicators and corporate score card. We meet annually with the leadership teams of each of the five HSC Trusts to review performance. We use GMC data to monitor trainee success in recruitment, professional examinations and progression. We promote success for trainees at interviews through our Peer Interview Programme and at examinations through our Education Fellows. We monitor trainee experience using NIMDTA, GMC and College surveys as well as visits and focus groups. NIMDTA seeks to improve the quality of trainee experience and education through a systematic approach to programme review and our Placement Quality Initiative. We quality assure the appraisals we carry out for all the GPs in NI.

We **raise standards** by working in partnership across the HSC and the UK to define standards, develop guidance, introduce and implement initiatives, monitoring and reviewing progress. NIMDTA-specific initiatives include flagship educational events for Educators and Trainers (Clinical Education Day; Professional Support Day) and trainees (Educational Excellence Day; Research for Clinicians Day). NIMDTA provides specific academic, leadership and quality improvement training programmes (Clinical Academic Training; ADEPT; ENGAGE; EQUIP). Progress in raising standards is tracked using surveys, visits, forums, internal audits, along with the review of reports from lay representatives and external experts. We recognise the achievement of excellence by announcements in NIMDTA newsletters, social media and website as well as at specific award events (EQUIP Celebration; ENGAGE Showcase; Educational Excellence Day).

NIMDTA is strongly committed to **integrated care**. We recruit, allocate and oversee trainees who provide day-to-day frontline care in primary care and across the HSC Trusts. In addition, NIMDTA participates in transformation initiatives (Day Case Elective Care Centres; Emergency Care Regional Collaborative) and inquiry recommendation implementation groups (Inquiry into Hyponatraemia Related Deaths). We support strategy implementation for the HSC workforce (Single Employer Initiative), leadership development (Development Professional Leadership) and

enhancement of the quality of medical education. We organise joint events with Queens University Belfast and Ulster University, coordinate the NI HSC Postgraduate Education Forum and host the NI Centre for Pharmacy Learning and Development.



Mr Derek Wilson  
Chair, NIMDTA Board



Mr Mark McCarey  
Chief Executive

# The Role of NIMDTA

The Northern Ireland Medical and Dental Training Agency (NIMDTA) is an Arm's Length Body sponsored by the Department of Health (DoH) to train postgraduate medical and dental professionals for Northern Ireland. NIMDTA also seeks to serve the government, public and patients of Northern Ireland by providing specialist advice, listening to local needs and having the agility to respond to regional and national requirements.

NIMDTA commissions, promotes and oversees postgraduate medical and dental education and training throughout Northern Ireland. NIMDTA endeavours to attract and appoint individuals of the highest calibre to recognised training posts and programmes. NIMDTA encourages doctors to train and remain in NI so that Health and Social Care (HSC) has a highly competent medical and dental workforce with the essential skills to meet the changing health needs of its population.

NIMDTA organises and delivers the recruitment, selection and allocation of doctors and dentists to foundation, core and specialty training programmes. NIMDTA supports trainees with the aim of maximising their potential to successfully progress, complete training and be appointed to permanent posts in NI. NIMDTA manages the quality of postgraduate medical and dental education in HSC Trusts and in general medical and dental practices through learning and development agreements, the receipt of reports, regular meetings, trainee surveys and inspection visits. It works in close partnership with local education providers to ensure that both the training and supervision of trainees support the delivery of high quality safe patient care. NIMDTA provides trainees with a wide range of opportunities to gain experience in leadership, quality improvement, research and teaching.

NIMDTA trains clinical and educational supervisors and recommends them to the General Medical Council (GMC) for recognition of their role. NIMDTA selects, appoints, trains and develops educational leaders for foundation, core and specialty medical and dental training programmes throughout NI.

NIMDTA is accountable to the GMC for ensuring that the standards set by the GMC for medical training, educational structures and processes are achieved. Revalidation is the process by which the GMC confirms that doctors are up to date and fit to practice. NIMDTA is the Designated Body for doctors in training and has a statutory



role in making recommendations to the GMC to support the revalidation of trainees. NIMDTA works to the standards in the COPDEND framework for the Quality Development of postgraduate Dental training in the UK and the General Dental Council (GDC) standards for specialty education.

NIMDTA enhances the standard and safety of patient care through the organisation and delivery of career development for general medical and dental practitioners and dental care professionals. It also supports the career development of general medical practitioners and the requirements for revalidation through the management and delivery of GP appraisal.

NIMDTA has been integrated as lead employer for doctors and dentists in training (DDiT) across the HSC. The aim of this service is to provide a high quality continuous employment experience for DDiT.

NIMDTA plays a key role in attracting DDiT to the HSC, and in creating an environment where they wish to continue to remain practising within the HSC.

NIMDTA carries out these roles on behalf of the DoH by focusing on the needs of people (population, trainees, trainers and NIMDTA staff), in partnership with key stakeholders and by upholding the HSC Values - openness and honesty, compassion, excellence and working together.

# Explanation of Quality Reports

The 'Health and Personal Social Services' (Quality, Improvement and Regulation) (Northern Ireland) Order 2003 introduced a Statutory **Duty of Quality** on the Health and Social Care Board and Trusts. This means that each HSC organisation, including NIMDTA, has a legal responsibility to ensure that the services that they provide meet the required standard.

**Quality Standards** for HSC in Northern Ireland were formally launched on 14 March 2006 and described five key quality themes:

- Corporate leadership and accountability of organisations
- Safe and effective care
- Accessible, flexible and responsive services
- Promoting, protecting and improving health and social wellbeing; and
- Effective communication and information.

The Quality 2020 Strategy, launched in 2011, was designed to protect and improve quality of health and social care in Northern Ireland. The purpose of **Quality 2020** was to create a strategic framework and plan of action that would maintain and improve quality and therefore patient safety over a ten year period.

The vision of **Quality 2020** was for HSC *"to be recognised internationally, but especially by the people of Northern Ireland, as a leader for excellence in health and social care."*

Quality 2020 has the following five **Strategic Goals**:

- Transforming the Culture
- Strengthening the Workforce
- Measuring the Improvement
- Raising the Standards; and
- Integrating the Care.

Objective four of the Quality 2020 Strategy placed a requirement on each HSC organisation to produce a **Quality Report** each year. The aim of these Quality Reports is to increase the accountability of HSC organisations to deliver on the Duty of Quality that they are required by law to meet.

Quality Reports are required to clearly describe the progress made in each organisation toward meeting the five Strategic Goals and also to report on the improvements made to the quality of services commissioned, delivered or promoted within the previous twelve months.

NIMDTA recognises the vital role that postgraduate medical and dental education and training plays in ensuring patient safety and enhancing patient care. The **Annual Quality Report 2021-22** sets out what NIMDTA has done to support Quality 2020 under each of the five **Quality 2020 Strategic Goals**.



# Goal 1: Transforming the Culture

## **Quality 2020 Aim:**

*"We will make achieving high quality the top priority at all levels in Health and Social Care. We will promote and encourage partnerships between staff, patients, clients and carers to support decision making."*

## **NIMDTA Board**

The NIMDTA Board is responsible for the strategic direction and control of NIMDTA's activities and comprises a non-executive Chair and five non-executive members (two lay members, one medical practitioner, one finance member and one dental practitioner). The Board delegates specific areas of work to its three sub-committees (Audit, Governance and Risk, Remuneration) as well as to the Senior Management Committee (SMC).

The Audit Sub-Committee supports the Board by providing an independent and objective review of financial systems and information, the adequacy and effectiveness of the systems of internal control, as well as compliance with the law and appropriate regulatory guidance.

The Governance and Risk Sub-Committee supports the Board by providing oversight of NIMDTA's corporate governance framework. This includes areas such as the implementation and development of an embedded and proactive culture of risk management, the management and investigation of complaints, incidents and accidents and the arrangements in place for the processing, transferring, safe keeping and disposal of information records within NIMDTA.

The Remuneration Committee supports the Board by considering the remuneration and terms of service of the Chief Executive, Directors, Senior Managers and all other staff to ensure that they are fairly rewarded for their contributions to the organisation.

The Board receives reports from members of SMC on the quality of training delivered by each of NIMDTA's education departments (Dentistry, Foundation, Hospital Specialty, and General Practice) as well as on the quality of performance of further departments who work across the organisation (Business Management, Corporate Services, Education Management, Professional Support Unit and Single Lead Employer).

Board members play a key role in transforming the culture through their commitment and their sustained interest in delivering high quality services in all aspects of work, which is evidenced by their attendance at staff briefings, joint workshops with senior members of staff, support for educational events (Annual Foundation Induction Day, Clinical Education Day, Research for Clinicians Day and Educational Excellence Day), meetings with distinguished visitors and participating on interview panels for senior staff appointments, in addition to their work at Board and associated sub-committee meetings.



Back Row (left to right): Mr Hall Graham, Ms Geraldine Campbell and Mr Garry McKenna  
Front Row (left to right): Mr Brendan Garland, Mr Derek Wilson (Chair) and Dr Janet Little OBE

## **NIMDTA Senior Management Committee (SMC)**

SMC supports the Board through the provision of operational oversight of NIMDTA and the delivery of its services. The delivery of postgraduate education and training to doctors and dentists by NIMDTA is primarily carried out by educational departments – Dentistry, Foundation, Hospital Specialty, General Practice, and Education Management Team. These departments are supported by four further business departments that work across the organisation – Business Management, Corporate Services, Professional Support Unit and Single Lead Employer.

NIMDTA has established a number of internal cross-departmental groups that work to ensure that specific areas of NIMDTA's services are delivered consistently across departments, that learning is shared amongst key individuals and that peer support is available.

The Quality Agenda is embedded within the work streams of SMC and its sub-committees and is a responsibility of all Educator and Education Management staff.

NIMDTA's Quality Management Group (QMG) is a cross-departmental group which monitors and assesses the delivery of postgraduate medical and dental education and training against national standards. The GMC's Quality Assurance Framework outlines the responsibility of NIMDTA as a Deanery for the quality management of postgraduate medical training.

The aims of QMG are to ensure that standards required by regulatory bodies are met by promoting and sharing good practice across all specialties, enhancing the training of Trainers, improving the quality of curriculum delivery in all specialties, removing obstacles to postgraduate medical education and training, and developing the resources and infrastructure of postgraduate medical education and training.

## **NIMDTA Accountability**

NIMDTA reports to DoH through monthly, quarterly, mid-year and annual reports. These are reviewed at ground clearing and accountability meetings at mid and end of year. NIMDTA is accountable to the GMC for ensuring that the GMC standards for postgraduate medical training (Promoting Excellence) are achieved in NI via the GMC Quality Reporting System (QRS). NIMDTA is also required to respond to GMC queries, results of GMC National Training Surveys (NTS) and other educational metrics (examination success, annual reviews of progress of trainees, success at recruitment into specialty training).



# Good Practice

Good practice, areas for improvement and areas of concern are identified through reports from Local Educational Providers (LEPs), specialty training programmes, visits to educational units, trainee surveys as well as the Placement Quality Initiative. NIMDTA has a variety of opportunities to share good practice:

The success and good practice of NIMDTA educators and trainees is acknowledged on the website as well as in educator and trainee Newsletters.

There are trainee newsletters for Foundation and GP trainees in addition to a 'Trainee Update' which is issued to all doctors and dentists in training. The Foundation Newsletter has been issued every two weeks since August 2014. NIMDTA issues both Lead Educator and Recognised Trainer Newsletters to; welcome new Educators and Recognised Trainers; announce forthcoming training events for Educators and Trainers; celebrate good practice and achievements, and to highlight changes in guidance and policies.

**Foundation Update**  
Issue #319 - 25th April 2022

Click on the blocks below to be linked to their subject.

**Courses and Events**

- Abstract submissions are now available for The National Prize Award for Spoken-word Career Research. [Click here for more information.](#)
- The CBEHR Incentive - Meeting on Wednesday 27th April 2022. [Click here for more information.](#)
- The National Virtual Academics Conference will be taking place on the 6th July 2022. Submissions are being placed on the 6th July 2022. [Click here for more information.](#)

**Reminders to newly appointed FT trainees 2022-2024**

Following the initial Welcome letter have you:  
 • Confirmed your acceptance by emailing [foundation\\_ntssta@gmc.net](mailto:foundation_ntssta@gmc.net)

[Click here to sign the initial NTS for FT trainees](#)

**NTS Survey for all Foundation Doctors**

You should have now received an email from the GMC to provide feedback on the quality of the training you are receiving by completing the Annual National Trainee Survey (NTS). This important survey is now live and closes on the 3rd May 2022.

[Click here to complete the Survey](#)

**FLIGHT Modules**

If you are on a waiting list for a certain module and would like to confirm a place for you are open to you do not have the option to email [foundation\\_ntssta@gmc.net](mailto:foundation_ntssta@gmc.net)

| Date & Time      | Module ID | Module Title                        | Venue | Places |
|------------------|-----------|-------------------------------------|-------|--------|
| 21.04.2022 09:00 | Module 11 | Working Safely                      | Zoom  | 10     |
| 21.04.2022 09:00 | Module 12 | Apprenticeships                     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 13 | Setting business goals for practice | Zoom  | 10     |
| 21.04.2022 09:00 | Module 14 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 15 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 16 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 17 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 18 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 19 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 20 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 21 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 22 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 23 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 24 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 25 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 26 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 27 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 28 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 29 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 30 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 31 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 32 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 33 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 34 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 35 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 36 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 37 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 38 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 39 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 40 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 41 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 42 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 43 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 44 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 45 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 46 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 47 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 48 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 49 | Quality Improvement Methodology     | Zoom  | 10     |
| 21.04.2022 09:00 | Module 50 | Quality Improvement Methodology     | Zoom  | 10     |

**Nationally**

- 4 Nation Statutory Education Body
- Chief Executives Group
- Medical Directors Group
- Committee of GP Education Directors (COGED)
- GP Committee Liaison Group
- RCGP Partnership Group
- Academy of Medical Royal Colleges
- Joint Academy Training Forum
- Royal College of GPs (RCGP)
- Assessment Committee
- Curriculum Development Group
- Committee of Postgraduate Dental Deans and Directors (COPDEND)
- National Multi-Specialty Conference (NACT)
- Dental Business Managers Meeting
- Dental Core Training Advisory Group
- Foundation Training Advisory Group
- Specialty Training Advisory Group
- GDC DFT Undergraduate Liaison Group
- Royal College of Physicians London Postgraduate Deans Liaison Group
- Medical and Dental Recruitment and Selection (MORS)
- Careers Board
- Programme Board
- Recruitment Group
- Health Foundation Q Cohort
- Scottish Medical Education Conference
- UK Groups
- Foundation Curriculum Group
- Foundation Programme Board
- Executive Committee
- Medical Education Database Development Group
- Medical Education Reference Group
- Irish Clinical Academic Training Programme Steering Group
- Health Education England
- Foundation 4 Nations Policy Group
- Medical Foundation Programme Review
- Conference of Postgraduate Medical Deans (COPMED)
- 4 Nation Revalidation Overarching Group
- Academic Training Forum
- Overarching Data Group
- Professional Support Group
- PYA Review Group
- Specialty Advisory Committee Review Group
- Senior Managers Forum
- Senior Managers Revalidation Best Practice and Development Forum
- General Medical Council (GMC)
- Curriculum Oversight Group
- Education Advisory Forum
- Equality & Diversity Advisory Group
- MLA Programme Board
- NTS Group
- Quality Leads Group
- Responsible Officer Reference Group
- Revalidation Oversight Group
- Review of Wellbeing UK Advisory Forum

| Regionally  |   |
|---|---|
| <b>Department of Health</b><br>Central Medical Advisory Committee<br>Day Case Elective Care Centre Group<br>Emergency Care Regional Collaborative Employer Liaison Group<br>Library Advisory Group<br>Medical Leaders' Forum (clinical service-medical education interactions)<br>Privacy Advisory Committee<br>Regional Review Urgent and Emergency Care<br>Responsible Officer Forum<br>Single Employer Steering Group<br>Single Employer Working Group<br>Workforce Strategy Reference Group | <b>General Medical Council</b><br>Welcome to UK Practice Regional Group   |
|   | <b>Health and Social Care</b><br>Collective Leadership Strategy Reference Group<br>Informal Medical Directors' Group<br>Informal Small ALB Chief Executives' Group<br>Quality Improvement Forum |
|   | <b>Health and Social Care Board</b><br>Regional Plastic Surgery and Burns Programme Board   |
|   | <b>Northern Ireland Health and Social Care Postgraduate Education Forum</b>   |
|   | <b>NIMDTA</b><br>Lead Educator Forum  |
| <b>Public Health Agency (PHA)</b><br>Medical Directors Group (clinical service-medical education interactions)  |   |
| <b>Quality 2020 Developing Professional Leadership Group</b>  |   |

The above table lists examples of some the Stakeholder Engagement working groups NIMDTA participates in to maintain, develop and benchmark its areas of good practice.

## Staff Engagement

NIMDTA continues to ensure that there is effective staff engagement as staff continue to work in a hybrid context of office and home working. There were three Staff Briefings during this period focusing on setting the organisational strategy, acknowledging NIMDTA achievements over the year and recognising staff retirements. To ensure all staff obtain the information from briefings these are now recorded and placed on the internal Learning Management System.





## Staff Wellbeing

The Development, Engagement and Well Being Committee meets to decide on the NIMDTA calendar of events for Development, Engagement and Well Being.

NIMDTA supports staff to take one hour per week to undertake exercise and many staff have enjoyed taking a lunch time walk when back in the office.



## Engagement with Local Education Providers

The Enabling Postgraduate Training Group was established during 2020 as the focus shifted from 'Trainee Redeployment' to sharing good practice in planning, developing and delivering teaching and training for both trainees and trainers, at local and regional level.

NIMDTA's Postgraduate Medical Dean and Directors of Medical Education are represented at the group; alongside Health and Social Care Trust Educators and Managers. This group has remained a key resource in information sharing and engagement between the organisations.

### **NIMDTA plans for next year are:**

1. Continue to engage with **Senior Educators and Education Management staff** members based at NIMDTA during 2022-23 through staff update newsletters, staff engagement events, staff workshops, health and wellbeing events, and staff training sessions.
2. Promote engagement with **Lead Educators** in 2022-23 through the Lead Educators' Forum, annual educational events (Clinical Education Day, Professional Support Day, Annual Educational Excellence Day, Research for Clinician's Event, induction events, and workshops).
3. Engage with **Recognised Trainers** to enhance training, opportunities and outcomes through the Recognised Trainer Forum, educational events and Trainer newsletters.
4. Promote engagement with **Trainees** during 2022-23 through welcome evenings, trainee newsletters, website, social media, trainee ambassadors, trainee forum, simulation champions, SUCCEED Postgraduate Education Fellows and trainee events (Educational Excellence Day, and Research for Clinicians Event).
5. **Work collaboratively** with Local Education Providers 2022-23 through the Enabling Postgraduate Training Group
6. **Work collaboratively** with other health care education bodies in NI during 2022-23 through the NI HSC Postgraduate Education Forum.

7. Collaboratively work and **engage with national educational committees** including COPMeD, COPDEND, COGPED, COPMeD Senior Managers Forum, AoMRC Education Committee and their sub-groups.
8. Work with GMC and HSC Trusts to facilitate attendance at the **GMC Welcome to UK Practice** workshop for new doctors to training in Northern Ireland from August 2021.
9. Work with DoH and HSC Trusts to ensure that **New to NI (N2NI) trainees** are fully supported and integrated into HSC.
10. Work collaboratively with **key stakeholders** on a four-nation basis.
11. Develop a new strategic plan that further embeds our **quality improvement** work.





# Goal 2: Strengthening the Workforce

## **Quality 2020 Aim:**

*"We will provide the right education, training and support to deliver high quality service. We will develop leadership skills at all levels and empower staff to take decisions and make changes"*

In addition to NIMDTA's roles in the recruiting and allocating of trainees, namely;

- overseeing and managing the training delivered to doctors and dentists in training in educational units; assessing trainee progress;
- revalidating trainees and recognising clinical and educational supervisors in educational units,

NIMDTA has responsibilities for providing formal education to trainees and for training and developing its own staff. NIMDTA's activities in the training and development of these different groups are described below.

## **Development of NIMDTA Board**

Four new non-executive appointments were made during 2021-22. Mr Derek Wilson was appointed as Chair [effective from 1 October 2021], Ms Geraldine Campbell was appointed as Non-Executive Lay Member [effective from 1 September 2021], Mr Brendan Garland was appointed as Non-Executive Finance Member [effective from 1 September 2021], and Mr Hall Graham as Non-Executive Dental Member [effective from 1 October 2021]. Two non-executive members were reappointed in 2021-22, Mr Garry McKenna [reappointed from 1 April 2021], and Dr Janet Little OBE [reappointed from 1 April 2021].



In addition, Board members attended two staff engagement events in the year allowing staff to network, engage and ask questions. NIMDTA Board members are very supportive in attending NIMDTA educational events as well as participation in other educational workshops.

## **Senior Management Committee**

In addition to invitations to attend the Board workshops, the NIMDTA SMC held a strategic planning away day together on 4 October 2021.

The primary role of NIMDTA is to ensure that postgraduate medical and dental trainees receive high quality education and training and are therefore able to deliver high quality care to their patients. To ensure that this happens, NIMDTA needs to equip, develop and inspire Recognised Trainers, Programme Leaders and Senior Educators.

NIMDTA's Faculty Development Group (FDG) organises, delivers and reviews training events for lay representatives, Recognised Trainers, Lead Educators and Senior Educators. There are a wide range of events delivered each year targeted at the training needs of NIMDTA's Educators.

The flagship event each year is the Clinical Education Day which was delivered online for the second consecutive year, on Friday 10 September 2021 in conjunction with Queen's University Belfast.

The Clinical Education Day received positive evaluation and had keynote addresses delivered by:

- Professor Colin Melville (GMC)
- Dr Amit Gupta (Oxford University)
- Professor Louise Dubras (Ulster University)
- Dr Warren Newton (University of North Carolina, USA)

It also featured several workshops on topics such as:

- Internatinal Perspectives
- Supporting International Medical and Dental Graduates in Training
- Dental Simulation Update
- Communicating with trainees / students in training and education

- Foundation Training: Ready for Take-off?

Induction workshops for new Educator and Education Management staff were held throughout the year and a variety of Faculty Development workshops for Educators were also held.

The quality of training events is monitored by feedback from the participants at each event which is reviewed at Faculty Development Group meetings.

During 2021-22, NIMDTA supported 16 Educators and Trainers working towards university level qualifications in Clinical Education (four Dental; eight GP; and four Medical Foundation / Hospital Specialty).

**QUEEN'S UNIVERSITY BELFAST**

**CLINICAL EDUCATION DAY**

**10 September 2021**

**WELCOMING ADDRESS**

On Friday 10 September 2021, NIMDTA and QUB held their 10th Annual Clinical Education Day.

This year's event was delivered via an online platform and provided the opportunity for an increased number of educators and leaders to take part in the event.

Dr Ian Steele, Postgraduate Medical Dean & Director of Education (NIMDTA), welcomed over 200 delegates to the event.

Dr Steele welcomed a variety of backgrounds. He also highlighted that QUB are committed to education and these unprecedented times.

Whilst Professor Gerry Gormley and Dr Ian Steele gave delegates a glimpse of **Simulation through COVID and beyond**, the innovative uses of simulation during the pandemic, safety in simulation and what the future holds for simulation.

**BREAK OUT SESSIONS**

**Professor Neil Kennedy**  
Director, Centre of Medical Education, School of Medical, Dentistry and Biomedical Sciences, QUB

Professor Neil Kennedy presented an in-depth review of the curriculum and the challenges in education through his update on **Implementing C-25** in undergraduate medical education.

**Professor Gerry Gormley**  
Professor of Simulation and Clinical Skills, QUB

**Dr Ian Steele**  
Associate Postgraduate Dean of Professional Development & Director of Hospital Specialty Training, NIMDTA

**Dr Lorraine Parks**  
Director of NI Foundation School, NIMDTA

**Dr Sally Anne Phillips**  
Associate Dean, Placement Quality, NIMDTA

**Dr Lorraine Parks** and **Dr Sally Anne Phillips** outlined **Foundation Placement Quality: What has Changed?** providing an update of the Placement Quality review process, key recommendations and results.

**Dr Michele Stone**  
Director of General Practice Training, NIMDTA

**Dr Siobhan McEntee**  
Associate Director, GP Specialty Training, NIMDTA

**Zooming Forward in GP...and through the Silos** examined the use of 'Project Echo', the CP trainee leadership programme and collaborative education, presented by **Dr Michèle Stone** and **Dr Siobhán McEntee**.

**Presentations**  
**This event was recorded.**

Access to presentations from our key note speakers and breakout sessions can be accessed via the NIMDTA website.

**Clinical Education Day 2020**

Professor Pascal McKeown, Dean for School of Medicine, Dentistry and Biomedical Sciences at QUB concluded the event with reflections noting the importance of reconnected learning for both undergraduate and postgraduate education.

A **special thank you** to Professor Neil Kennedy and Professor Nigel Hart for their contributions in delivering this event online.

**Professor Nigel Hart**  
Associate Director for General Practice and Primary Care.

## Development of NIMDTA Staff

NIMDTA continues to support the development of its staff. A NIMDTA Director attended the HSC Acumen Leadership programme. Educators who work to support NIMDTA in managing training programmes were also supported to undertake medical education courses at QUB. A further member of staff completed an ILM Level 5 Management programme.

Internal development courses were provided virtually via Zoom and included Appraisal training, Interview Skills training and Excel Training.

During 2021-22 we worked with the HSC Leadership Centre to co-produce a new programme for First Line Managers. The course was attended by 18 NIMDTA staff and had excellent feedback.

NIMDTA also provided a Development Programme for Band 3 staff to support them in their role working for NIMDTA.



# Development of NIMDTA Trainees

## Core teaching for Foundation Doctors

A new version of the Foundation Curriculum was introduced throughout the UK in August 2021, in which a series of Core Topics were identified for all Foundation Doctors (FDs) at each level of training. The previous Generic Skills course for F2 doctors was adjusted and rebranded to become FLiGHT (Foundation Learning in Generic Hot Topics):



|  |   |
|--|---|
| <b>1. Health promotion and public health</b>     | <b>9. Professionalism &amp; GMC guidance</b>    |
| <b>2. Careers guidance</b>                       | <b>10. Safeguarding</b>                         |
| <b>3. Quality improvement methodology</b>        | <b>11. Acute on chronic illness and frailty</b> |
| <b>4. Patient safety</b>                         | <b>12. Appraisal of evidence</b>                |
| <b>5. Teamwork, communication and leadership</b> | <b>13. High risk prescribing</b>                |
| <b>6. Mental health including mental illness</b> | <b>14. Teaching skills</b>                      |
| <b>7. Mental Capacity</b>                        | <b>15. The digital agenda</b>                   |
| <b>8. BBN and EoL care</b>                       |   |

It was delivered entirely on a virtual platform, with an allowance of 10 days study leave allocated to each F2 doctor. Attendance and professionalism are both closely monitored by the Foundation Team. Simulation training has become mandatory learning, and is delivered within the Trusts.

All FLiGHT sessions are interactive and designed to meet the professional needs of doctors early in their career, and the requirements of the UK Foundation curriculum. Feedback from online evaluations is reviewed to enhance subsequent sessions to meet changing professional needs. In order to facilitate attendance of all F2 doctors, each module was delivered six or seven times during the academic year. Despite the challenges associated with COVID-19, attendance was close to 100% for the entire programme, and all F2 doctors were able to provide evidence of sufficient curricular teaching for the purposes of ARCP.

F1 doctors receive their Core Learning primarily from their Trust F1 core programmes. Given the introduction of 15 Core Topics in the FP curriculum 2021 and the generic nature of the Programme of Learning plus the availability of virtual platforms, a F1RST programme has been introduced (F1 Regional Skills Teaching). Although this is still in development the aim is to supplement and support Trust F1 Core Teaching, particularly with regard to the 2021 curriculum Core Topics

During the 2021-22 year we also ran a series of FOCUS training sessions for all Foundation supervisors in NI.

## Foundation Curriculum Session



For All Foundation Supervisors and Trainers





## General Practice (GP) Training

The number of available places to commence GP training each year was increased from 111 per year in August 2018. All training posts been filled in the year 2021-22 with 377 GP trainees across the scheme.

GP training runs over three years; 18 months in hospital posts and 18 months in general practice. The GP department ensure delivery of the Royal College of General Practitioners (RCGP) curriculum throughout the three years, developing quality improvement (QI) and leadership skills, while also providing trainee support. When in hospital posts, GP trainees attend monthly small group sessions based in GP practices. While in ST2 GP posts, this is continued on a weekly basis.



RCGP) curriculum throughout the three years, developing quality improvement (QI) and leadership skills, while also providing trainee support. When in hospital posts, GP trainees attend monthly small group sessions based in GP practices. While in ST2 GP posts, this is continued on a weekly basis.

In ST3 year, the Day Release course in each locality is led by the Programme Directors. This continues to focus on the RCGP curriculum, as well as examinations and preparation for the workplace.

ST2 trainees undertake a Quality Improvement project as part of the GP curriculum. The GP department have trained several QI mentors to help support trainees with their QI activity. Previous projects are available to view on <https://www.youtube.com/watch?v=HKd82h2AjMg>

Development of leadership skills is also an integral part of the RCGP curriculum. In addition, the GP department has developed opportunities for trainees to learn enhanced skills such as implant and intrauterine contraceptive device insertion, minor surgery and vasectomy whilst in GP training.

During 2021-22, the GP department delivered 501 courses and training events for GP trainees. Courses remained virtual for the most part.

The GP department seeks feedback from GP trainees on the quality of their posts in primary and secondary care settings.

## Hospital Specialty Training

Within the medical and dental hospital specialties, delivery of the curriculum for trainees is a joint responsibility of NIMDTA and LEPs. Each Specialty Unit is expected to have weekly teaching sessions.

In response to the Shape of Training Report and the GMC Generic Professional Capabilities Framework, NIMDTA re-designed its training in generic professional and leadership skills for specialty trainees. This has also enabled NIMDTA to focus on the development of a doctor's professional values, attitudes and behaviours.

The GMC described these qualities as Generic Professional Capabilities and considered them under nine domains:

1. Professional values and behaviours
2. Professional skills
3. Professional knowledge
4. Capabilities in health promotion and illness prevention
5. Capabilities in leadership and team working
6. Capabilities in patient safety and QI
7. Capabilities in safeguarding vulnerable groups
8. Capabilities in education and training
9. Capabilities in research and scholarship



**iQuest is a modular, generic professional skills framework for all specialty trainees.**

There are 15 modules divided into three sets of 5 modules – with one set each being targeted at initial, intermediate and final years of specialty training. This initiative aims to equip trainees with the ability to communicate effectively, empathise, lead, follow and improve patient care, safety and experience.

**iQUEST**  
IMPROVING QUALITY AND UNDERSTANDING  
TO ENHANCE SPECIALTY TRAINING



Northern Ireland  
**mdta**  
Medical & Dental Training Agency

iQUEST seeks to address the components of the GMC's Generic Professional Capabilities Framework, building on the Generic Skills Programme delivered by the NI Foundation School and preparing trainees for the next steps in their career.

The iQuest programme consists of 17 modules covering areas such as Conflict Resolution in Healthcare, Mentoring for Success, Teaching the Teacher and Supervisory Skills. Modules are not restricted to trainees from specific training years, with the exception of the Management Modules (14-17) which are aimed at trainees within 12 months of their expected CCT date.

**How to book places on iQuest Modules:**  
iQuest modules can be booked on Intrepid Course Manager. Please ensure that your details are up to date (including your title/training grade and speciality). If you have any problems or queries, please contact [iquest.nimdt@btconnect.net](mailto:iquest.nimdt@btconnect.net) or refer to the iQuest section of our website, [www.nimdtia.gov.uk/iQuest/](http://www.nimdtia.gov.uk/iQuest/).

*Modules 1 to 5 aim to explore the key principles of being a professional, explain how healthcare is organised, describe patient safety principles and prepare trainees for the next stage in their career.*

**1. Being a Professional** 1, 2, 3, 6, 7  
Full day workshop (GMC Facilitators)

**Aims of Workshop**

- To highlight and discuss a number of key areas of GMC ethical guidance
- Use of Social Media
  - Protecting Children and Young People
  - Treatment and Care towards the end of Life
- Raising and acting on concerns about patient safety
- To consider Fitness to Practise and Revalidation issues

**2. Conflict Resolution in Health Care** 1, 2, 5, 6, 8  
Half-day workshop (NIMDTA Clinical Facilitators/Educationalist)

**Aims of Workshop**

- Identify the signs and types of conflict in healthcare teams
- Recognise your conflict management style
- Evaluate different models of conflict management within the healthcare context
- Explore the role of personality and communication style awareness in conflict resolution
- Explore the role of personality and communication style awareness in conflict resolution
- Consider a range of strategies and skills for dealing with conflict
- Apply learning to address issues raised through healthcare-based case studies

**Compulsory for completion of core training**

**iQUEST** Northern Ireland **mdt**ia  
Medical & Dental Training Agency

iQuest is a modular, generic professional framework for all speciality trainees. There are 17 modules within this professional framework that aim to equip trainees with the ability to communicate effectively, empathise, lead, follow and improve patient care, safety and experience.

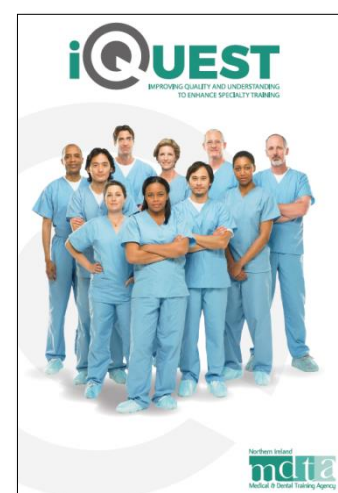
The Shape of Training report highlighted that medical education extends well beyond learning the technical aspects of medicine and should also focus to a major extent on the development of a doctor's professional values, attitudes and behaviours.

This report indicated that the ability to communicate effectively, empathise, lead, follow and be diligent and conscientious are capabilities that all doctors should develop.

The General Medical Council has described these qualities as Generic Professional Capabilities and considered them under 9 headings or domains:

- Professional values and behaviours
- Professional skills
- Professional knowledge
- Capabilities in health promotion and illness prevention
- Capabilities in leadership and team working
- Capabilities in patient safety and quality improvement
- Capabilities in safeguarding vulnerable groups
- Capabilities in education and training
- Capabilities in research and scholarship

NIMDTA has therefore designed a modular, generic professional skills framework for all speciality trainees. There are 17 modules within this framework which are mapped to the GMC Generic Professional Capabilities. This programme is called iQuest.



The derogations agreed by the Four Statutory Education Bodies that were put in place for ARCPs in 2020 continued for all ARCPs during the 2021-22 academic year.

For Hospital Specialty Training, 666 trainees achieved an Outcome 1 (Satisfactory progress), 170 trainees successfully completed their programme and received an Outcome 6, 36 trainees received an Outcome 2 (Inadequate progress by the trainee – no additional training time required), 55 received an Outcome 3 (Inadequate progress by the trainee – additional training time required), four trainees received an Outcome 4 (Released from Training Programme – with or without specified competences) and 28 trainees received an Outcome 8 (Out of programme for clinical experience, research or a career break).



As a result of the COVID-19 pandemic, two new outcomes were created to provide the opportunity to note where there has been disruption to training as a result of the pandemic. These outcomes were Outcome 10.1 (Progress is satisfactory but the acquisition of competencies/capabilities has been delayed by COVID-19 disruption) and Outcome 10.2 (Trainee is at a critical progression point. Progress is satisfactory but the acquisition of competencies/capabilities has been delayed by COVID-19 disruption). For Hospital Specialty Training, eleven trainees received an Outcome 10.1 and five trainees received an Outcome 10.2.

There was one request for an appeal against Outcome 3 for the 2021-22 academic year; the original outcome was upheld following review by an independent panel.

There are three main recruitment rounds to fill vacancies with some additional recruitment events for a number of specialties. NIMDTA works to try and maximise the fill rates whilst ensuring that the national thresholds for appointment are maintained. The recruitment processes for entry to specialty training have significantly changed since the outbreak of the COVID-19 pandemic with all processes shortlisting via the MSRA assessment (core level only) or validated self-assessment. All interview processes have converted to an online digital format. It is expected that this will continue with new multi-station digital solutions being trialled ahead of recruitment for entry in August 2023.

In August 2021, there was a fill rate of 91% for Hospital Specialty Training, 383 training posts were advertised with a total of 348 filled. At the start of the academic year in August 2021, 151 training posts were vacant due to resignations, maternity leave, sick leave, completion of training and out of programme training. This increased to 179 vacant posts by February 2022.

There was no Department of Health funded expansion to specialty training posts for August 2021, however plans were outlined for expansion across a number of specialties for August 2022.

Simulation-based medical education utilises simulation aides to replicate clinical scenarios and is a growth area in postgraduate medical education and training. The underspend in the NIMDTA study leave budget (2020-21) that resulted from travel restrictions and the suspension of educational courses due to the pandemic provided a unique opportunity to fund equipment to support simulation training.

Feedback through School Reviews and Lead Educator Quality Reports have shown how this equipment has been integrated into regional teaching in 2021-22 to aid education and to support progression through training. The NIMDTA Simulation Lead and NIMDTA ADEPT Clinical Leadership Fellows have undertaken a review of simulation within the Schools of Medicine, Surgery, Obstetrics and Gynaecology, Paediatrics, Emergency Medicine and Diagnostics to identify and share good practice, in addition to identify the unmet need.



## Dentistry Training

**Dental Foundation Training (DFT)** is based on the National Dental Foundation Training Curriculum and Assessment Framework. This programme is delivered in the general dental practice setting. The Committee on Dental Foundation Training (CDFT(NI)) provides governance and advice on the Foundation Training scheme, supporting the Postgraduate Dental Dean in identifying and managing areas of concern and good practice within Dental Foundation Training.

Foundation Dentists (FDs) commencing training in 2020-21 were granted a three-month extension to training where necessary. All 28 FD's satisfactorily completed training.

In 2021-22, 29 FDs were allocated to NI as part of a broader National Recruitment process. In response to the significant impact of the COVID-19 pandemic, a number of changes were required for the September 2021 intake. FDs were provided with personal protective equipment and these were customised appropriately by facilitating mask fitting sessions. An extended induction programme was delivered over a period of two weeks, to include the provision of a 'phantom head' to each trainee with an associated workbook; as well as a practice-based Learning Programme.

Educational programmes continued to be delivered virtually, with some hands-on training provided during the training year.

Dental simulation training was introduced to enhance opportunities for clinical skills development in September 2021. FDs were provided with 10 simulation sessions during their training year with a NIMDTA Training Programme Director.

Foundation Dentist Support meetings have now been integrated as a standard component of the DFT programme affording the opportunity for FDs to meet for a three-way conversation with their Educational Supervisor (ES) and a NIMDTA Dental Advisor. The opportunity to shadow a Dental Core Trainee (DCT) for a day was maintained despite COVID-19 challenges. Shadowing was facilitated in both the Western and Belfast Trusts.

APLAN (Anonymous Peer Learning & Assessment Network) which was introduced within the 2018-19 training year for FDs and ESs was continued throughout the pandemic with virtual delivery during the 2021-22 training year. APLAN allows for anonymous peer assessment of clinical cases completed by FDs and is now an integral part of the programme after a successful pilot.

The DFT prospectus will once again be made available to the incoming 2022 FD cohort. Particular focus was directed in developing information and communication to provide early support for non-UK graduates commencing the scheme.

**Dental Core Training (DCT)** is optional for dental graduates and facilitates additional experience in a hospital-based environment. Completion of DCT Year 2 is an essential criterion for specialty training in dentistry. Training is monitored on an ongoing basis by the Hospital Dentistry Committee at NIMDTA, supported by the Associate Postgraduate Dental Dean and the TPD for Dental Core Training.

The DCT Educational programme for the 21-22 training year was delivered virtually with some face to face sessions undertaken. Twenty DCTs were appointed to the training programme in 2021-22. Three DCTs subsequently resigned from programme prior to commencement. Following local recruitment one additional appointment was made.

DCTs were offered the opportunity to participate in a series of online training sessions on Systematic Reviews. This was requested within feedback from trainees in previous years.

DCTs were also supported to attend the British and Irish Society for Oral Medicine (BISOM) Conference on 31 March & 1 April 2022. DCTs had the opportunity to use the new NIMDTA Simulation Suite in November 2021.

Following feedback from DCTs in post, a number of two-year posts were submitted to National Recruitment for Northern Ireland schemes.

Work continues to increase the breadth of experience offered to DCTs in NI and particularly in academic and leadership settings. A DCT Academic Clinical Fellow (ACF) post was appointed in 2021. This is a two-year post.

**Dental Specialty Training (DST)** saw one Dental Specialty Trainee (DST) successfully complete training in Oral Surgery in December 2021. A further DST will complete post

CCST training in September 2022. A Paediatric programme will recommence with one appointment made for a September 2022 start. This post was appointed through National recruitment. NIMDTA has increased its participation in National Specialty ARCP process. NIMDTA joined the Oral Maxillo and Facial Pathology (OMFP) and Oral Medicine RCPs within the 2020-21 training year. It is intended to extend this to include Oral Surgery in the 2021-22 training year.

Opportunities for further development in academic and leadership roles are now regularly circulated to trainees. One DST is commencing in a Leadership post in September 2022. A further DST commenced in an ACF post in February 2022 and was successful in securing ICAT funding for further training.

### **General Dental Council Quality Assurance of Specialist Training**

As part of the GDC's Quality Assurance of the Standards for Specialty Education, NIMDTA was required to complete and submit a self-assessment questionnaire and accompanying evidence. The self-assessment questionnaire relates to a total of 20 GDC itemised requirements under three overarching standards for Specialty Education. Requirements are self-assessed and can be deemed as met, partially met or not met. This self-assessment document was returned to the GDC in March 2022. The draft report will be returned to NIMDTA for factual accuracy checking, following which it will be published on the GDC website.

This document is for you (the provider) to tell us (the GDC) how you are assured, through evidence, that the programme meets the Standards for Specialty Education. The evidence that you provide should additionally demonstrate how you are assured that specialty trainee dentists who successfully complete the programme meet, and are competent across, the contents of the specialty curricula.

Please complete the following mapping table.

- If you are confident that a requirement is met in full, please explain how it is met and what evidence is available to demonstrate this.
- If you are confident that a requirement is not met or partially met, please explain what will be done to ensure that it will be met in future and when you expect it to be met.

Your return and evidence that you have listed can be submitted to the GDC using the Secure File Share system. Alternatively, you can forward your return and evidence attachments to [quality.assurance@gdc-uk.org](mailto:quality.assurance@gdc-uk.org) However, please do not submit evidence that contains confidential or personal data pertaining to staff, students, patients or any other individual.

## **NIMDTA Simodont Simulation Suite**

Training within the NIMDTA Simulation Suite commenced in September 2021 for Dental trainees. An invitation has been extended to external stakeholders to view the simulation equipment. This event is planned for 2 August 2022.

Foundation, Core and Specialty trainees have been offered the opportunity to avail of the Simulation Suite within NIMDTA. A pilot Continuing Education session for General Dental Practitioners ran in February 2022 and building on the subsequent positive feedback it is planned that training will again be offered to the wider Dental Community in 2022.

It is planned that the Simulation Suite will be made available to external bodies in the next academic year.

Recruitment to the post of Dental Advisor for Simulation and Quality will take place in May 2022. A Lead for Simulation and Continuing Education will also be recruited during 2022. These roles will ensure the development, maintenance and optimal use of the Simulation Suite.

## **Clinical Academic Training Programme**

NIMDTA also provide trainees with opportunities to undertake academic training. A Clinical Academic Training Board was established in December 2007 between the QUB School of Medicine, Dentistry and Biomedical Sciences in partnership with NIMDTA and the Belfast HSC Trust to oversee research training for medical and dental trainees.

DoH provides the budget for this scheme which is administered and facilitated through NIMDTA. There are three types of posts:

1. Academic F2 – this is a four-month placement designed as an opportunity to explore academic medicine
2. Academic Clinical Fellows (ACF) – these are normally two-year posts for those who have yet to complete a research degree
3. Academic Clinical Lecturers (ACL) – these are normally three-year posts and candidates will usually have already completed a PhD or MD.

There are 12 places on the Clinical Academic Training Programme (ACT and ACL) and nine Academic F2 opportunities.

There were nine appointments at Foundation level, six appointments at Specialty level and three to the GP Academic Research Training Scheme (GPARTS) in 2021-22. The Dental Department appointed a two-year DCT ACF/ ACL post which commenced in September 2021 and provided an opportunity for dentists to nurture an interest in academic work early in their career.

### **Professional Support & Wellbeing**

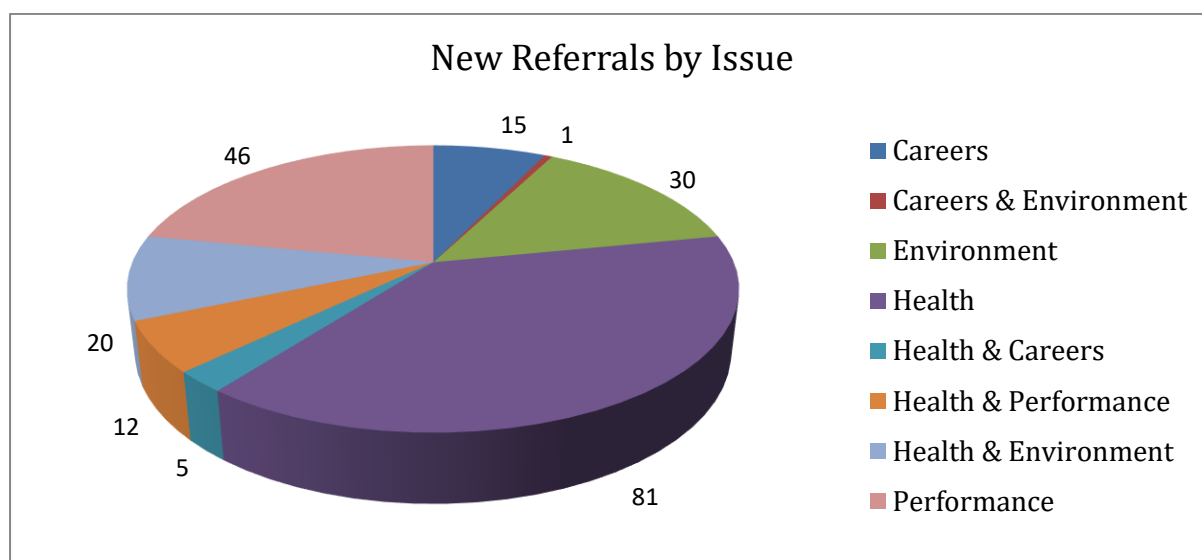
NIMDTA Professional Support Unit (PSU) provides a range of services to support trainees in postgraduate training programmes in Northern Ireland. The one-to-one trainee support service is available to trainees who may be referred by their Educator for support through a self-referral process. Trainees who are experiencing exam difficulty may also avail of the services of an Educational Assessment for Dyslexia and for Dyslexia Coaching if there is a positive diagnosis of Dyslexia. Coaching and Mentoring services are also provided through peer mentoring schemes and one to one coaching. Annual meetings with the heads of training are held to receive feedback

on the service provided to trainees in their training programmes helping to develop and improve the service. Educational programmes are also provided to Educators to train Educators on how to support trainees in their programmes and to promote the services of the PSU.

### One-to-one Support

The Professional Support Unit received a total of 215 new referrals during 2021-22 which was increased on that of 2020-21. The active caseload in March 2021 was 192 trainees. PSU has once again provided a flexible approach to meetings as these can and are provided in either a face to face or virtual format depending on the needs and location of the trainee.

The new referrals received during this period by referral issue are illustrated below:



Health and Performance continue to be the main reasons for referral in 2021-22.

### Careers Guidance

The Associate Postgraduate Dean for Professional Support and Wellbeing is the NIMDTA Lead for Careers support. Dr Mary Murnaghan sits on the national MDRS Careers Group and networks with other Medical Career Leads in the UK. She also provides careers information sessions with Mr Oliver Boylan, Educationalist, and Ms Emma Dale, Hospital Specialty Training Manager in preparation for specialty recruitment. There are plans to institute a pilot careers strategy commencing this autumn with the School of Surgery to ensure that NI trainees are as competitive as their peers in the rest of the UK when it comes to achieving a place on a higher specialty training programme. F2 doctors receive a careers module as part of their generic skills training by PSU. Careers talks for F1 doctors are also provided by Dr Murnaghan.



## **Mentoring**

Dr Julie Anderson is the PSU Mentoring Lead. There is a well-established PSU peer mentoring scheme for Foundation trainees, trainees new to Northern Ireland and for trainees in specialities without a peer mentoring scheme. Many of the schools across NIMDTA have peer mentor schemes. Work has been ongoing to support the mentor leads in these schemes. Some progress has been made in the development of new peer mentor schemes in specialties without this yet. The ideal is that all trainees would be involved in mentoring as they move through training in NIMDTA.

The NIMDTA mentoring working group continued to meet despite the COVID-19 challenges. Regular training continues to be delivered as part of iQuest for mentors and also as part of Maintaining Recognition for consultants.

## **Coaching**

Dr Ciaran O’Gorman is the PSU Coaching Lead. The coaching service was recommenced in the year 2021-22. We unfortunately lost one of our coaches, as Dr Camille Harron took up the Medical Director role in NIMDTA, and it was deemed a conflict of interest that she continues to provide a coaching service. NIMDTA coaches continue to undertake coaching for NIMDTA trainees and we are also making use of the coaching services within South Eastern trust and aim to make equivalent alliances with the other trusts who have coaching services delivered within their organisations.

This is a service that we believe is very important to the personal and professional development of doctors and dentists in training in NI and coaching is delivered to help trainees prepare for exams, manage their time more effectively as well as improve their communication and team working skills.

The NIMDTA coaches are provided with regular supervision by Mrs Paula O Kelly, Principal Consultant at HSC Leadership Centre.

## **Educational Assessments**

NIMDTA provides educational assessments for trainees who have repeated exam failure. To date, 129 trainees have availed of an Educational Assessment. Thirty-one trainees had Educational Assessments in 2021-22 with 39% of those tested showing evidence of dyslexic learning difficulty despite many Royal College exams being postponed in the early part of 2020. All trainees with a positive diagnosis of Dyslexia are offered one-to-one meetings to review support resources. Access to specialist Dyslexia coaching has also continued.

## **Equality, Diversity and Inclusion**

The Equality Diversity and Inclusion working group met on one occasion during this period. Trainee ambassadors who were new to training in the UK attended these meetings to help NIMDTA produce a policy to support international medical and dental graduates coming to train in Northern Ireland. Roisin Campbell, Senior Manager Professional Support continues to provide Equality, Diversity and Inclusion training for recognised trainers and educators who support NIMDTA in delivering specialty training programmes. PSU also provides one to one guidance to trainees who require sponsorship to undertake postgraduate training in Northern Ireland. PSU staff meet regularly with the UKVI to discuss issues and are part of a national immigration group that was set up in 2021 to share learning.

## **Faculty Development**

PSU staff continue to contribute to the development and delivery of Achieving and Maintaining Recognition courses. The 'Advanced Trainee Support' training session is now a regular part of Faculty development with excellent feedback and requests for additional training. The PSU conference planned to be held in April 2021 had to be postponed due to further waves of COVID. The date of the next conference was due to be April 2023 but due to many personnel changes and pressure of work load it was decided to delay the conference until 2024 and to have an in-person conference at that stage.

## **Development of Recognised Trainers based in Local Education Providers**

From August 2016, all Clinical and Educational Supervisors are required to be recognised by the GMC, in line with NIMDTA's Achieving and Maintaining Recognition policy.

The NIMDTA Recognition of Trainers Programme is called STATUS:

|          |   |
|----------|---|
| <b>S</b> | Selection of Trainers for role using a competency based application           |
| <b>T</b> | Training for role   |
| <b>A</b> | Appraisal for Educational Role included within each doctor's annual appraisal |
| <b>T</b> | Transfer of Data from Trusts to NIMDTA  |
| <b>U</b> | Underperformance management   |
| <b>S</b> | Supporting for role (PA allocation, course development, engagement)           |

The training that is required as part of this STATUS programme is:

|          |   |
|----------|---|
| <b>S</b> | Supervisory Skills  |
| <b>T</b> | Teaching the Teacher  |
| <b>A</b> | Anti-discriminatory (online module on equality and diversity) |
| <b>T</b> | Trainee Support   |
| <b>U</b> | Unique to   |
| <b>S</b> | Specialty   |

NIMDTA continued to be active in developing its Faculty of Educators during 2021-22 with a range of workshops (ARCP, Leadership Skills and Chairing Skills), and the flagship Clinical Education Day (in collaboration with QUB) in September 2021. At the Clinical Education Day, there were invited contributions from Oxford University, University of Liverpool, University of North Carolina, Ulster University, QUB, the GMC Director of Education and Standards, and Senior Educators from NIMDTA.

NIMDTA has continued to support the Northern Ireland Recognised Trainers Programme (STATUS) during 2021-22. At the end of March 2022, 989 out of a total of 1028 trainers were fully recognised (96%) and 91 out of a total of 109 (83%) had met requirements due from August 2021-December 2021 to maintain recognition status. 536 trainers out of a total of 870 (62%) have already completed maintaining recognition requirements due between January and December 2022.

A full timetable of Achieving and Maintaining Recognition Courses has been delivered throughout the academic year. Following the impact of COVID, courses have been fully redesigned for online delivery to enable Trainers to access training remotely. On line courses continue to be delivered on a weekly or biweekly basis including Advanced PowerPoint Presentation Skills, Conflict Resolution, Preventing Undermining and Unconscious Bias, Emotional Intelligence for Educators, and Preparing Trainees for ARCP. New courses have been developed including An Introduction to Implementing Change, Psychological Safety in Training, Supporting Trainees New to Northern Ireland and Cultural Awareness and Active Bystanding. Six Recognised Trainer Forums had been successfully held online throughout the year keeping Trainers up to date with NIMDTA and national developments with various topics covered including Writing

Supervisor Reports, Running a Successful Induction, Trainer Well-being and Time Management in Training.

The appraisal of trainers has been supported by the use of a joint NIMDTA and QUB Annual Education Review form which has been updated to prompt reflection on a trainer's educational role and to discuss maintaining recognition requirements. A forum involving NIMDTA staff and Medical Education Centre staff from the HSC Trusts continued to meet bi-annually to further improve links and transfer of data regarding recognition of Trainers.

Funding continues to be provided to HSC Trusts to support the Time to Train initiative. This initiative provides trainers, through top-up funding, with one hour of education-related activities/trainee per week. This has been widely publicised to trainers to enable appropriate job planning.

The Recognised Trainer newsletter continues to be published quarterly and provides information on current developments in medical education. Trainers continue to be kept informed of all updates through promotional emails, promotional posters in Trust Medical Education Centres and through guidance on a dedicated section of the NIMDTA website.

## **Training of GP Trainers**

There is a need to increase capacity for training and the number of GP practices. Currently, there are 431 GP Trainers in 197 different training practices. 18 new GP trainers were appointed between April 2021 -March 2022 and 20 trainers have retired. Each year there is continued interest from potential trainers who apply for and successfully complete the Learning and Teaching Course.

The course aims to provide basic training for a competent, confident teacher in General Practice by:

- Providing a facilitative learning environment;
- Involving participative and flexible learning methods;
- Supporting personal development;

- Developing skills of critical thinking and self-evaluation; and
- Modeling good educational practice.

GPs who complete the Learning and Teaching Course, submit a portfolio and those who are successful at the practice visit become accredited trainers in GP. GPs then enter into a run through training programme for one year provided by NIMDTA to enhance one-to-one and group skills in advance of hosting a trainee in practice.

All trainers regularly meet with their colleagues within their area group to share learning and receive training from Programme Directors and Associate Directors on current issues. These locality learning days form part of the mandatory requirements for trainer re-accreditation along with three-yearly practice visits. These practice visits have been delayed due to COVID restrictions and many have been delivered virtually. Further information is available from <http://www.nimdtg.gov.uk/general-practice/specialty-Trainers-and-practice-managers/>

The trainer groups organise a minimum of two training sessions per year. In the last year, topics covered have included:

- Trainee Support;
- Equality, Diversity and Opportunity Training;
- Teaching the Teacher; and
- Supervisory Skills.

NIMDTA also provides training for the following groups:

- Clinical Supervisors in Out of Hours;
- Practice managers; and
- Peer review training for GP Trainers.

NIMDTA regularly meets with the Trainer Convenor's group to improve information sharing and good practice. This has been disrupted due to COVID and GP pressures.

## **Training of GP Appraisers**

The training of GP Appraisers occurs through a number of formats. All new appraisers participate in a full day (or two half days) of initial training followed approximately six months later by a further half day training session. These initial training sessions are facilitated by the Regional Appraisal Co-ordinator. Appraisers are also assigned to a locality group and supported by a 'lead' appraiser in that area. The lead appraisers

provide ongoing guidance, support and feedback to the appraisers in their group. Appraisers who become lead appraisers receive training and support in this role from their fellow lead appraisers and the Regional Appraisal Co-ordinator.

During the 2021-22 appraisal year, the annual appraisal conference took place in June and November. Due to ongoing social distancing restrictions, these meetings were held via Zoom. In addition, five new appraisers were appointed in March 2022 and participated in two half-day training sessions, again these were via Zoom.

In addition to the formal training, the lead appraisers support their appraiser locality groups during the year through group meetings (again via Zoom in the 2021-22 year) and ongoing email and phone contact to address specific queries and training issues. The lead appraisers also meet throughout the year with the Regional Appraisal Co-ordinator to address training needs, challenges and developments in GP appraisal. These meetings continued via Zoom during 2021-22.



## **Training of Dental Professionals**

The Dental department provides a Continuing Education (CE) Programme for dentists and Dental Care Professionals (DCPs); to include Hygienists, Therapists, Technicians and Dental Nurses. The CE Programme is compliant with the GDC enhanced requirements for Continuing Professional Development (CPD) which were introduced during 2017-18.

NIMDTA promotes multi-disciplinary team development through the Dental CE programme for dentists, DCPs and for Dental Teams. The September-March 2022 CE Programme was attended by 405 dental registrants.

Online training sessions are offered to teams in their practice location for Radiography, Safeguarding Children and Adults, and Decontamination and Infection Prevention and Control (IPC). The team worked to provide these sessions in compliance with ongoing restrictions. A total of 13 in practice Safeguarding sessions were provided between September and March 2022.

NIMDTA delivered a total of 17 hands on courses, from September 2021 to March 2022, to include a four-day Oral Surgery course. All remaining courses were delivered online.

A newly developed Dental Nurse Network has been launched by NIMDTA, attendance is free for Dental Nurses and these courses are currently run online.

In response to the mental health impact of COVID, the Dental CE Team will run Mental Health online sessions within the September – March 2023 programme, to include 'Looking after your Mental Health' and 'Live your Best Life – The science of positive health'.

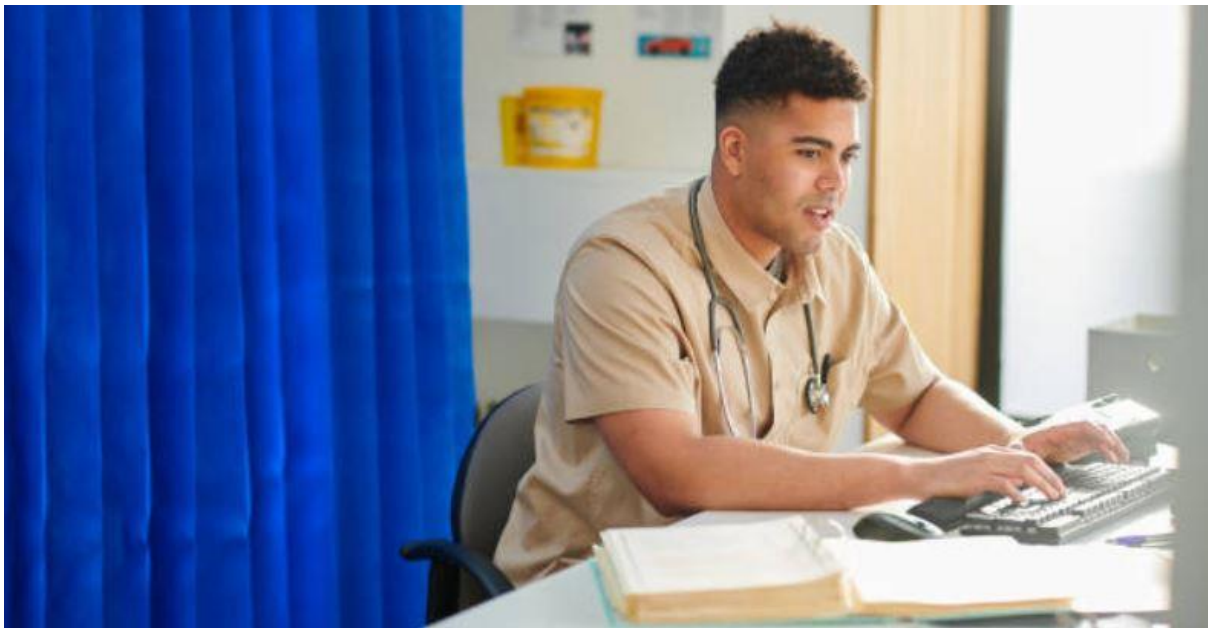
The Dental CE Team delivered a well-received training session using the NIMDTA Simulation Suite, in February 2022, Simulation Precision Training. It is planned to run more of these sessions in 2022 to enable practitioners to hone their skills or refresh their skills after a break from clinical delivery. This in turn will ultimately improve patient care.

## **Retention and Induction of GPs**

The GP department has been working collaboratively to recruit, retain and induct GPs into the NI workforce. NIMDTA's role in the Career Development Scheme is to provide

educational support and career guidance to doctors on the Induction and Refresher (I+R) Scheme and the GP Retention Scheme. It is also to facilitate the arrangement of relevant assessments through the GP National Recruitment Office and to facilitate practice placements for the I+R Scheme. Satisfactory completion of the scheme enables admission to the NI Performers' List. During 2021-22, one applicant completed the I+R Scheme and two are currently part way through the process. This reduction in numbers is directly related to COVID and visa regulation changes due to Brexit, influencing the ability of doctors to relocate to NI.

The GP Retention Scheme had 14 doctors in place at March 2022. An online educational programme (comprising 6 events) was provided to this group via Zoom from September 2021 to March 2022, having been restricted by COVID due to workforce pressures in 2020.





## **Delivery of Curriculum and Provision of Additional Training Opportunities**

NIMDTA continues to work with LEPs to deliver programmes of training and is supported by the Medical Foundation, Dental Foundation and Specialty Schools in ensuring national curricula are implemented to the standards required.

Engagement and communication with trainees continue to be promoted and facilitated through direct email, trainee newsletters, social media and information leaflets.

The annual NIMDTA, QUB and Ulster Medical Society (UMS) Research Day for trainees took place in November 2021 using a virtual platform. This event provides an opportunity to learn about undertaking research as well as providing an opportunity for trainees to showcase their research through oral and poster presentations.

The sixth cohort of ADEPT Clinical Leadership Fellows commenced in August 2021 and will present their projects at the virtual Annual Educational Excellence Event in June 2022. Recruitment to the seventh cohort, due to commence in August 2022 took place in March 2022.

The Northern, Southern and Western HSC Trusts hosted trainees as part of The Royal College of Physicians' Chief Registrar Scheme from August 2021. This is a healthcare leadership and management development opportunity and appointees contribute to quality improvement, education, local service re-design and workforce transformation activity.

NIMDTA's Clinical Leadership and Improvement Programme (ENGAGE) for final year trainees in GP and Hospital Specialty training continued to be delivered during 2021-22. The programme was delivered in collaboration with the HSC Leadership Centre with 34 trainees completing the programme as part of the 2020-21 cohort, 28 of whom participated in the final Showcase event in June 2021. The 2021-22 programme commenced in August 2021 and has been delivered online with 43 trainees enrolled.

The 2021 NIMDTA Educational Excellence Day did not take place due to COVID. Planning commenced for an event to take place in June 2022 and NIMDTA celebrated the success of its high achieving trainees during its fifth Annual 'Educational Excellence Awards' on Wednesday 15 June 2022.

Over 190 participants attended the awards ceremony which also contributed three hours towards GMC Trainer Recognition.

The aim of our SUCCEED strategy is to enhance the care of patients by proactively supporting NIMDTA doctors and dentists in training to enjoy their training, successfully progress, complete training and be appointed to permanent posts in Northern Ireland.

### **NIMDTA plans for next year are:**

1. In collaboration with QUB and UU, NIMDTA has organised its **11th Annual Clinical Education Day** for Thursday 22 September 2022 aimed at undergraduate and postgraduate Teachers, Trainers and Educators.
2. In collaboration with QUB, UU and the Ulster Medical Society (UMS), NIMDTA has again organised a virtual **Research for Clinicians Day** due to be held on Thursday 4 November 2022.
3. NIMDTA plans to hold a **Professional Support Conference** in April 2024.
4. Offer further **courses for Recognised Trainers** in 2022-23 in training unique to Specialty and Supervision of GP trainees in Hospital Specialty Posts.
5. Further expand opportunities in **simulation** across education and training in 2021-22.
6. Provide induction and networking and training events for all appointed **Clinical Facilitators** during 2022-23.
7. Continue to work with the **HSC Leadership Centre** on developing training opportunities for NIMDTA Educator and Education Management staff.
8. Host a range of **Staff Development and Well-being** events during 2022-23 including an opportunity for Band 4 staff to attend First Line Manager training and Band 3 staff to attend a Staff Development Programme.

9. Work with DoH, HSCB, PHA and HSC Trusts to ensure that **restart of postgraduate medical and dental education** post-pandemic is fully integrated into HSC plans to rebuild clinical services.

# Goal 3: Measuring the Improvement

## **Quality 2020 Aim:**

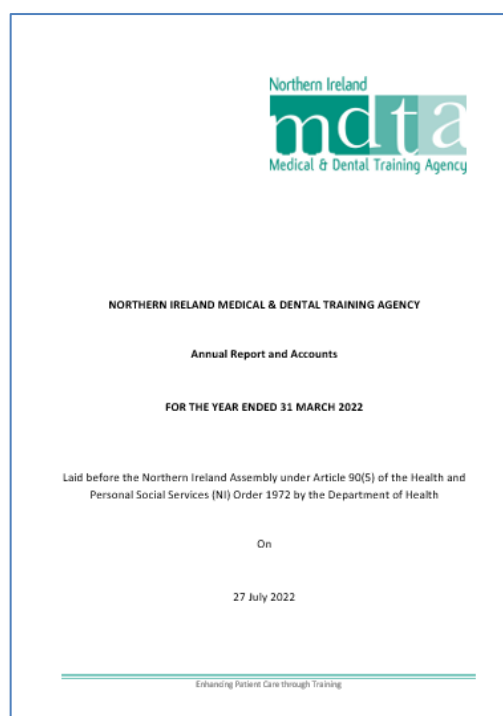
*“We will improve outcome measurement and report on progress for safety effectiveness and the patient/client experience. We will promote the use of accredited improvement techniques and ensure that there is sufficient capacity and capability within the HSC to use them effectively.”*

## **NIMDTA Board**

NIMDTA is accountable to DoH through completion of reports and participating in Accountability Reviews (Chair and Chief Executive). The Chair of the Board is appraised annually by the CMO, and the Chair in turn appraises the other non-executive members of the Board. SMC members report to the Board on the quality of performance of NIMDTA’s education and business departments.

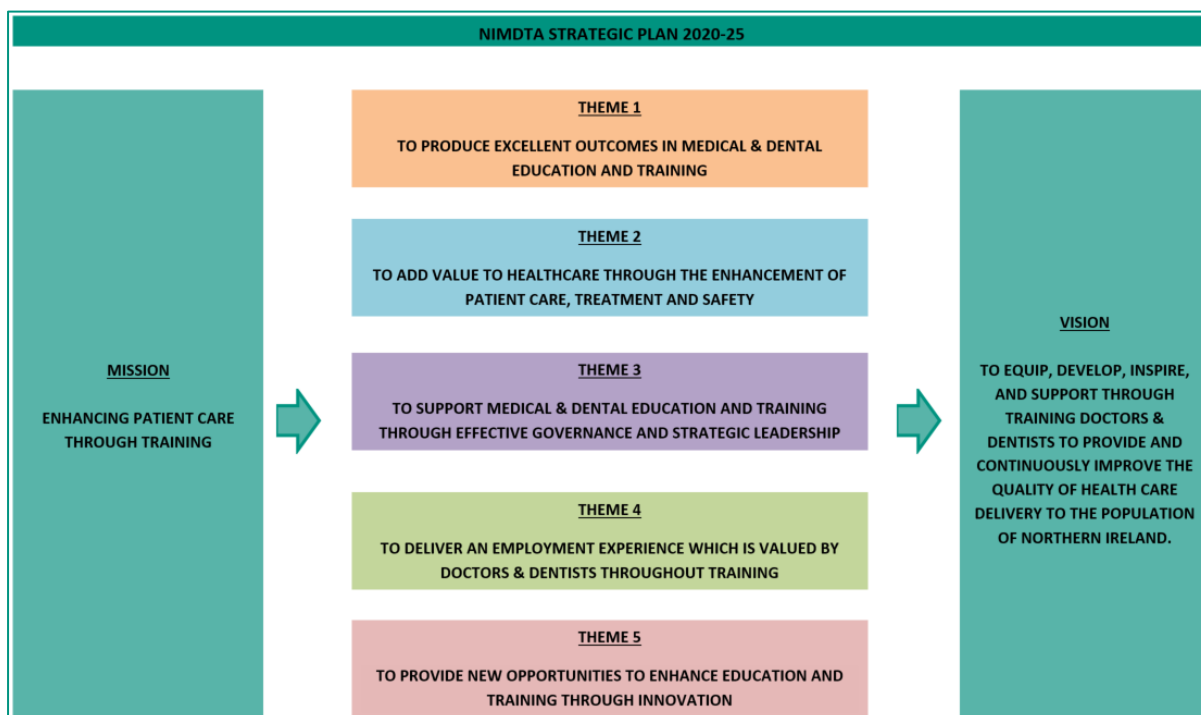
The Board reviews a self-assessment annually that facilitates reflection across a number of domains of expected practice.

The work of NIMDTA was shaped by our Business Plan 2021-22, in the operational context of the pandemic response.



## NIMDTA Strategic Plan

The NIMDTA Business Plan 2021-22 was used to effectively co-ordinate resources and activities across NIMDTA in order to deliver identified objectives and formed the focus for translating NIMDTA’s strategic themes into action.



Significant planning work was undertaken during 2021-22 in order to commence the process of reviewing and revising the Strategic Plan. This was due to the achievement of some of the key priorities within the 2017-22 Plan that necessitated structural review, in advance of completion of the previously identified time frame. For example, the implementation of the Single Lead Employer for doctors and dentists in Training saw the realisation of a strategic aim (within the previous plan) that is now an operational activity.

The DoH released guidance at different points within 2021-22 that work should be focused on the provision of core services, and identified that a period of sectoral review of strategy should be undertaken in 2022-23, in line with the Programme for Government and any associated recovery plans. NIMDTA will participate fully in this work.

An aid in monitoring performance is the regular updating of a Corporate Scorecard, which is considered by the Board throughout the year. The following table shows NIMDTA's performance against the key performance indicators, which are documented on the scorecard:

| CORPORATE SCORECARD 2021-22 |  |                   |
|-----------------------------|--|-------------------|
| KPIs                        |  | Status            |
| 1                           | 90% of referrals to the Professional Support Team will be responded to within two weeks  | ACHIEVED [96%]    |
| 2                           | 90% of hospital based trainers are recognised trainers                                   | ACHIEVED [96%]    |
| 3                           | Staff absence rate will be less than 1.21%   | ACHIEVED [1.16%]  |
| 4                           | 30 day (95%) prompt payment targets will be met  | ACHIEVED [99.62%] |
| 5                           | 10 day (75%) prompt payment targets will be met  | ACHIEVED [97.28%] |
| 6                           | Learning and Development Agreements are circulated to local education providers by April | ACHIEVED [100%]   |
| 7                           | 80% of postings will be disseminated to LEPs 8 weeks before the post start date          | ACHIEVED [100%]   |
| 8                           | 10% of ARCP outcomes will be subjected to external review                                | N/A* [%]          |
| 9                           | Annual appraisal is offered to 100% of GPs on the performers' list                       | ACHIEVED [100%]   |
| 10                          | 90% core subjects are covered within Dental CE courses                                   | ACHIEVED [100%]   |
| 11                          | Breakeven as defined by DoH will be achieved   | ACHIEVED [0.06%]  |

*\*As a result of the COVID-19 pandemic, the four Statutory Education Bodies produced derogations from the Gold Guide v8, including guidance around the composition of ARCP panels. This derogation noted that due to the expected difficulties in releasing panel members from clinical services during the pandemic, ARCPs could take place without the need for externality, both from a clinical and lay perspective.*

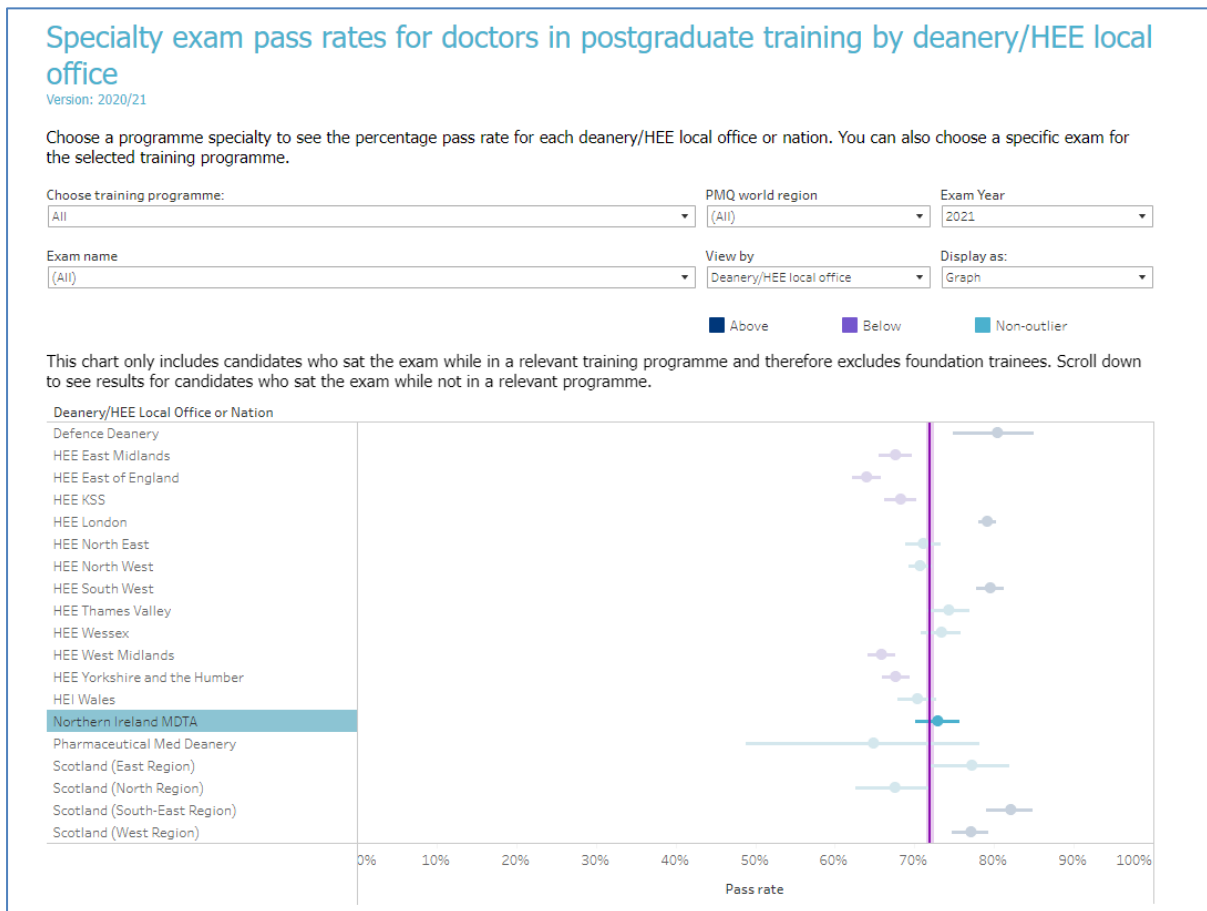
### NIMDTA Educators and Administrative Staff

The quality of performance of NIMDTA Senior Educators, Senior Managers and Team Leaders is considered by formal appraisal annually. Education Management staff members are in turn appraised by Team Leaders in each department annually.

The performance of Heads and Deputy Heads of NIMDTA Specialty Schools is assessed during annual review of each Specialty School. The quality of training delivered by a NIMDTA training programme and the leadership of the TPD is considered through review of the specialty training programme on a regular cycle.

## NIMDTA Formal Training of Trainees

The quality of NIMDTA’s provision of formal education is assessed through direct Trainee feedback, the results of the GMC National Trainee Surveys, progression of Trainees and Trainee success in examination results.



### National Exam Pass Rates by Deanery as published by the General Medical Council

NIMDTA Trainees performed 2<sup>nd</sup> overall in the UK for Public Health Medicine and Obstetrics and Gynaecology exams.

The SUCCEED Postgraduate Education Fellowship commenced in August 2019 as a pilot. In 2021 NIMDTA expanded this to include a trainee from the School of Surgery. The purpose of this Succeed Fellowship is to implement educational strategies to enable core level trainees maximise their potential for success at examinations, to help specialty schools develop their training programmes to include the implementation of curricular changes, to enable higher trainees to advance their careers by developing a

special interest in medical education and to provide trainees with the opportunity to contribute to QUB undergraduate curriculum delivery. Fellows are appointed for a one-year period and during this period one day per week will be allocated to undertake the duties of the Succeed Fellowship. During the training year commencing August 2021 there were twenty-five Higher Specialty trainees appointed into SUCCEED Fellowships

The GMC National Training Survey (NTS) for trainees considers 19 different indicators to measure trainees' satisfaction with the postgraduate medical education and training that they are receiving in their Deanery in comparison with trainees in other Deaneries or HEE's local offices.

The response rate from NI trainees was 78.67% (5th highest in UK) and the response rate from Trainers was 37.03% (6th highest in UK).

Feedback from trainees on NIMDTA formal education events is collected online using the Intrepid Course Management System, which requires trainees to complete an assessment of the education delivered before a certificate of attendance is provided. Feedback from trainees is scrutinised and contributes to the strengthening and enhancing of these training days.

Recruitment to training programmes is also monitored and reported through national recruitment offices.

## **Learning and Development Agreements (LDA)**

NIMDTA has an educational contract (LDA) in place with each Local Education Provider (LEP) which sets out the respective responsibilities of both NIMDTA and LEPs in the management and delivery of postgraduate medical education and training. This LDA is monitored for compliance and is reviewed annually. In addition, NIMDTA has agreed an SLA with each GP Trainer.

Joint NIMDTA and LEP Annual Reviews took place throughout 2021-22 to discuss developments in postgraduate medical and dental education and training, and to review the effectiveness of the Learning and Development Agreement (LDA) between NIMDTA and the LEP, in ensuring that minimum standards set out by the GMC and GDC are met. This is also an opportunity to identify and share good practice. In addition, regular meetings take place between the Postgraduate Medical Dean and



individual Trust Medical Directors, which are extremely helpful in maintaining and building strong working relationships between the respective organisations.

NIMDTA Senior Educators and Senior Managers meet regularly with the HSC Trust Directors of Medical Education at the Postgraduate Medical Education Forum and with Medical Education Managers at meetings of their regional group.

## **Training in Educational Units**

NIMDTA is responsible to the GMC for the educational governance of all approved Foundation and Specialty Training Programmes, including General Practice, and is expected to demonstrate compliance with the standards and requirements that the GMC sets out in Promoting Excellence.

NIMDTA oversees and coordinates its GMC-delegated responsibilities for Quality Management through the NIMDTA Quality Management Group (QMG), which usually meets every two weeks. The QMG monitors, manages and improves postgraduate medical and dental education through a collaborative partnership with the Regulators (GMC and GDC), LEPs and the other stakeholders.

NIMDTA has in place a Quality Management Framework to ensure that Local Education and Training Providers meet the standards and requirements set by the GMC, COPDEND and GDC.

NIMDTA is required to demonstrate compliance with GMC standards and ensure that its quality processes support the development and improvement of postgraduate medical education and training within Northern Ireland. This is done through a system of robust monitoring and inspection visits of LEPs.

In 2021-22 the Associate Deans for Visits and Curriculum Review carried out a number of Educational Monitoring Activities (Deanery Visits and Specialty Reviews) to Geriatric Medicine (1), Urology (1), Cardiology (1), Trauma & Orthopaedics (4), Hospital Dentistry (2), Emergency Medicine (4), Medical & Clinical Oncology (1), Anaesthetics (5), Cardiothoracic Surgery (1), ENT (1), Gastroenterology (1), General Surgery (1), Nephrology (1) and Dermatology (1).

Reports from these visits were reviewed and assessed by QMG, taking account of LEP action plans before the final reports were released. The outcomes for these visits were

shared with HSCB and PHA (through Liaison meetings) and the GMC Quality Reporting System.

## **Placement Quality (PQ)**

The aim of the Placement Quality work stream is to optimise patient-centred care by identifying benchmarks of quality in the delivery of hospital-based education and training, and to promote continuous quality improvement of postgraduate medical training posts within Northern Ireland. Placement Quality Reviews involve research into applicable placement quality initiatives across the UK and internationally, review relevant curricula and previous measures of quality, working with Lead Educators and engaging with trainees via surveys, and focus groups to obtain information in relation to their experiences in Northern Ireland.

Placement Quality focused work streams for the 2021-22 Academic year were:

- Publication of five Trust specific Internal Medicine Training (IMT) Placement Quality Reports, highlighting regional examples of good practice and identifying key recommendations for improvement of IMT Year 1 & Year 2 training placements. A resurvey will take place during 2023-24.
- Publication in May 2021 of five Trust specific F1 Resurvey Reports, which summarised the improvements made to the F1 training experience against the recommendations from the initial Placement Quality Review of 2018 and the follow-up survey in 2020. These allowed regional and Trust benchmarking to take place and highlighted areas for further development. A review of the recommendations and a re-survey of key areas will take place during 2023.
- Production of five Trust specific Emergency Medicine Deanery/Placement Quality Reports, as part of the new hybrid approach to deanery visits. These highlighted regional examples of good practice and identified key recommendations for improvement of Emergency Medicine training placements.
- Development of a PQ Survey to determine the practical issue faced by doctors in training new to Northern Ireland (Phase 1- N2NI) was designed and carried out working with the VALUED team in NIMDTA. A 'N2NI working group' has been established to follow up on this workstream.
- Focus for the remainder of 2021-22 will be on a further hybrid Placement Quality/Deanery Visit survey of the Paediatric training programmes and a PQ Review of Radiology training.

The work of the Placement Quality initiative was highlighted at a number of local educational events during 2021-22. PQ Updates were given to the Lead Educators Committee, to the 2021 Dental School Education Day and to the NIMDTA Senior Management. A workshop on the N2NI workstream was delivered to the Postgraduate Education Forum (13 May 2022), which outlined the difficulties and challenges faced by trainees new to NI. This facilitated sharing of Trust and NIMDTA good practice and highlighted the key areas where further actions need to be focused.

The changes resulting from the current Placement Quality Reviews were promoted and recognised nationally through poster presentations at the;

- National Association of Clinical Tutors [NACT]/Medical Education Leaders UK – Your future in Medical Education Meeting in June 2022; and
- at the NES Annual Conference in April 2022.

Further awareness of the issues faced by trainees N2NI and the need for strategies to urgently address these issues will be highlighted through a presentation at the NIMDTA Clinical Education Day in September 2022.

## **NIMDTA Trainee Progress and Revalidation**

The Annual Review of Competence Progression (ARCP) takes place annually for each medical trainee to review progress in training / performance.

An ARCP panel is required to assess the adequacy of the evidence and documentation provided and to make a judgement about a trainee's suitability to progress to the next stage of training or to confirm if training has been completed satisfactorily. The Reference Guide for Postgraduate Foundation and Specialty Training in the UK (The Gold Guide) describe the processes for conducting these annual reviews.

In addition, the ARCP panel is required to consider a self-declaration form from trainees (Form R), Supervisor's reports and Employer's Exception reports and decide if there are any concerns about a trainee's suitability to be recommended for revalidation. Revalidation is the process by which licensed doctors are required to demonstrate on a regular basis that they are up to date and fit to practise. Each doctor has a Responsible Officer (RO) and has a connection to a Designated Body. The RO is responsible for making recommendations to the GMC as to whether the doctor is up to date, fit to practise and should be revalidated. NIMDTA is the Designated Body (DB) for all doctors in training in Northern Ireland and NIMDTA's Medical Director became

the Responsible Officer (RO) during the 2021-22 year. The Medical Director is a member of the Department of Health Responsible Officer Forum.

The ROs for doctors in training base their recommendations on the outcomes of the ARCP process. There are therefore two decisions made at each ARCP panel – a decision about whether the trainee can progress to the next year of their training or complete training and a decision as to whether there are any concerns about their revalidation. An ARCP panel must contain at least three members appointed by the School Board or Specialty Training Committee. In addition, where an unsatisfactory outcome is anticipated, the panel should contain a senior Deanery representative, an External Advisor and a lay representative. Alternative arrangements were however put in place during COVID from March 2020 continuing throughout 2021-22.

Reports are requested from the Lay and External Representatives on NIMDTA ARCP panels on the processes and outcomes of the ARCPs. Learning from these reports is considered at QMG and changes are made to the ARCP policy and to the teaching contained in ARCP workshops for Lead Educators.

## **Revalidation**

The NIMDTA Revalidation Operational Group continued to meet regularly throughout 2021-22 to review updates and reports from national and local groups and forums which oversee this area.

Revalidation is the process by which all licensed doctors are required to demonstrate on a regular basis that they are fit to practise in their chosen field and able to provide a good level of care. As the Designated Body for postgraduate medical trainees in Northern Ireland, NIMDTA has continued to make recommendations to the GMC regarding revalidation of medical trainees and confirm that there were no unaddressed concerns about a trainee's fitness to practise. Recommendations to revalidate were based on evidence reviewed by Annual Review of Competence Progression (ARCP) panels, usually over a two-year period, and information drawn from the LEP clinical governance systems.

During 2021-22, positive recommendations were made for 492 doctors in training (120 for GP trainees and 372 for Hospital Specialty trainees) bringing the total of positive recommendations for doctors in training in Northern Ireland since revalidation began to 2,749. There were 294 recommendations for deferral submitted to the GMC on the

basis of insufficient evidence available to enable a positive recommendation and as a consequence of the back-log of trainees as a result of the change to GMC processes during COVID. There were no doctors in training who required notification to the GMC of non-engagement with the revalidation process.

## **GP Appraisal**

All General Medical Practitioners in NI must undergo an annual appraisal to maintain their status on the NI GP Performers' List. NIMDTA co-ordinates and manages the process of GP Appraisal in NI and works in partnership with DoH and HSCB under the guidance of a Central Board of Management. The governance arrangements are underpinned by a Service Level Agreement and a Communications Protocol with the HSCB. These documents are reviewed annually.

The commencement of 2021 saw the full restart of GP appraisal in Northern Ireland following the suspension of appraisal due to COVID. While a small number of GPs were entitled to an "approved missed appraisal" because they had appraised in both the 2019-20 and 2020-21 appraisal years, 2021-22 saw a further increase in the number of GPs appraising with 1667 appraisals completed.

The Appraisal team at NIMDTA maintains regular communication with the SPPG Revalidation Team through frequent email and phone contact and formal bi-monthly or quarterly meetings throughout the year. This provides the opportunity for information sharing facilitating the Responsible Officer for General Practice in Northern Ireland to fulfil her statutory role in relation to GP revalidation.

### **NIMDTA plans for next year are:**

1. Continue to take a collaborative approach to **Quality Management responsibilities** seeking to work in partnership with LEP's, QUB, UU, other HSC organisations and national regulators with responsibility for postgraduate clinical education.
2. Proceed with cyclical planned **Educational Monitoring Activities** to training units in LEP's and to GP practices as well as **Specialty Programme Reviews**.

3. Follow up on areas of concern and areas for improvement identified from NIMDTA **Educational Monitoring Activities**, escalating and reporting to the GMC, DoH, PHA and RQIA as necessary.
4. Participate in the **GMC Annual Engagement Meeting** in September 2022 to discuss NIMDTA Quality Management processes and concerns.
5. Extend the number of specialty programmes appointing SUCCEED Clinical Education Fellows with the aim of **improving Trainee examination results**. This is a component of NIMDTA's SUCCEED Strategy.
6. Continue to work with trainee ambassadors to assist trainees in preparing for specialty recruitment interviews. This is a component of NIMDTA's SUCCEED Strategy.



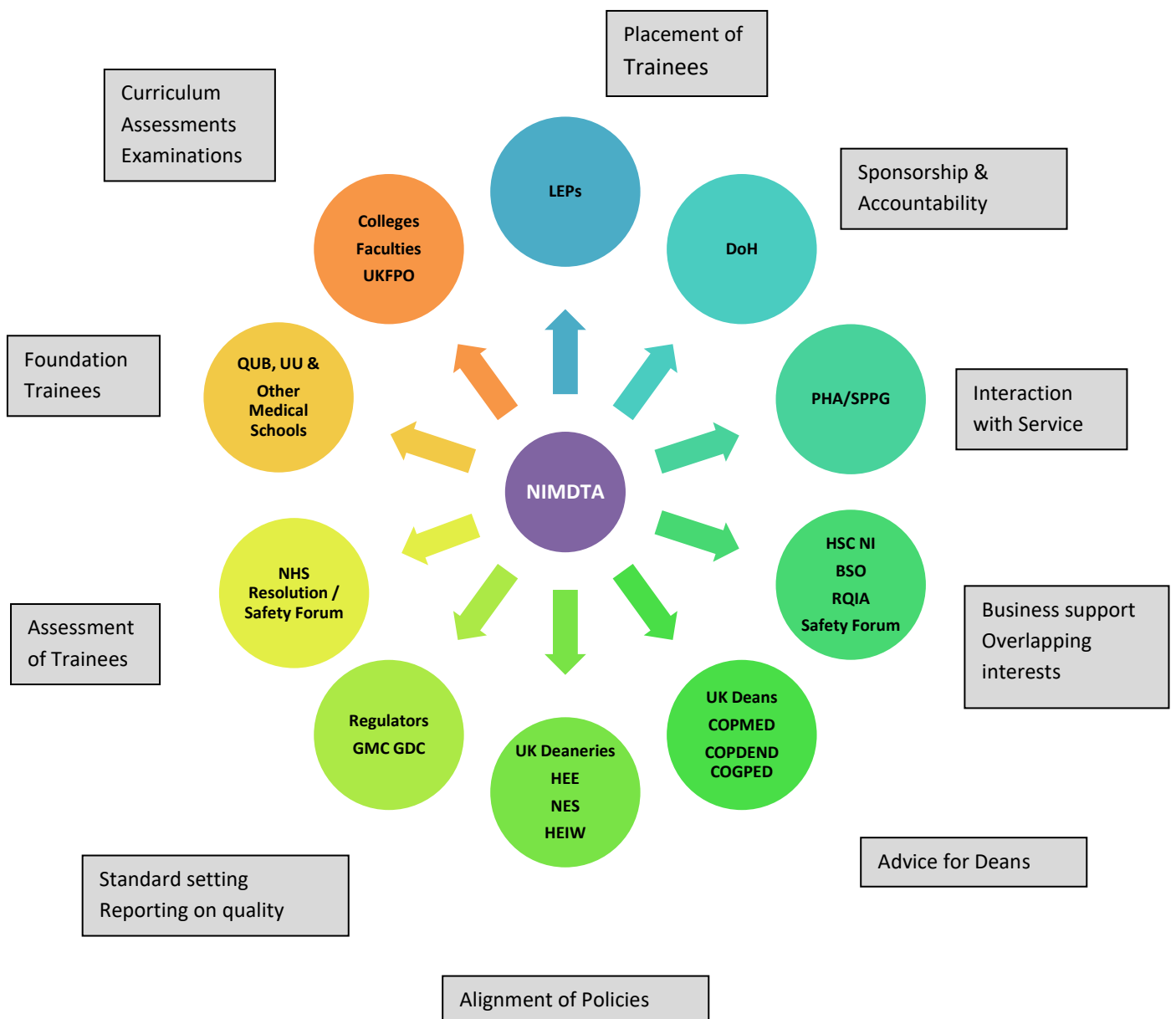
# Goal 4: Raising the Standards

## Quality 2020 Aim:

*“We will establish a framework of a clear evidence-based standards and best practice guidance. We will establish dynamic partnerships between service users, commissioners and providers to develop, monitor and review.”*

## Partnership Arrangements

To carry out its roles effectively, NIMDTA needs to work closely with the following stakeholders:



## NIMDTA Contributions

NIMDTA contributes to the development, dissemination and promotion of standards and best practice guidelines through the participation of NIMDTA representatives in a wide range of National, GMC, GDC, DoH and Regional groups as detailed below.

During 2021-22, NIMDTA representatives participated in **National** groups and events regarding postgraduate medical and dental education:

- 4 Nation Statutory Education Body Chief Executives' Group
- 4 Nation Statutory Education Body Medical Directors' Group
- Academy of Medical Royal Colleges' (AoMRC) Joint Academy Training Forum
- CoGPED/General Practice Committee Liaison Group
- CoGPED/RCGP Partnership Group
- Committee of General Practice Education Directors (CoGPED)
- Committee of Postgraduate Dental Deans and Directors (COPDEND)
- Conference of Postgraduate Medical Deans (COPMeD)
- COPMED 4 Nation Revalidation Overarching Group
- COPMED 4-Nation Business Managers Meeting
- COPMED Academic Training Forum
- COPMED Overarching Data Group
- COPMED PYA Review Group
- COPMED Professional Support Group
- COPMED Specialty Advisory Committee Review Group
- COPMED Senior Managers' Forum
- COPMeD Senior Managers' Revalidation Best Practice and Development Forum
- Dental Business Managers Meeting
- Dental Core Training Advisory Group
- Dental Foundation Training Advisory Group
- Dental Specialty Training Advisory Group
- GDC DFT Undergraduate Liaison Group
- HEE Foundation 4 Nations Policy Group
- HEE Medical Foundation Programme Review
- Irish Clinical Academic Training Programme Steering Group
- MDRS Careers Group
- MDRS Programme Board
- MDRS Recruitment Group
- National Multi-Specialty Conference (NACT)



- RCGP Assessment Committee
- RCGP Curriculum Development Group
- Royal College of Physicians London Postgraduate Deans Liaison Group
- Scottish Medical Education Conference (SMEC)
- UK Foundation Curriculum Group
- UK Foundation Programme Board
- UK Foundation Programme Executive Committee
- UK Medical Education Database Development Group
- UK Medical Education Reference Group.

During 2021-22 NIMDTA representatives participated in working groups and events organised by the **General Medical Council**:

- Curriculum Oversight Group (COG)
- Education and Training Advisory Board
- Equality and Diversity Advisory Group
- Medical Licencing Assessment Programme Board
- NTS Group
- Quality Leads Group
- Review of Wellbeing
- RO Reference Group
- UK Advisory Forum
- Welcome to UK Practice Regional Group.

During 2021-22 NIMDTA representatives participated in **DoH** groups and events:

- Central Medical Advisory Committee
- Confidence in Care Revalidation Delivery Board
- Day Case Elective Care Centre Group
- Emergency Care Regional Collaborative
- Employer Liaison Group
- GP Training Task and Finish Group
- Improving Working Lives of Junior Doctors Group
- Library Advisory Group
- Medical Leaders' Forum
- Privacy Advisory Committee
- Responsible Officers' Forum

- Review of Urgent and Emergency Care Group
- Single Employer Steering Group
- Single Employer Working Group
- Workforce Strategy Steering Group.

During 2021-22 NIMDTA representatives participated in regional groups and events:

- BMA JDC / NIMDTA Liaison Group
- Healthcare Library (QUB)- NIMDTA Liaison Group
- HSC Collective Leadership Strategy Reference Group
- HSC Informal Medical Directors' Group
- HSC Informal Small ALB Chief Executives' Group
- HSC Quality Improvement Forum
- HSC Trust Informal Medical Directors' Group
- Joint QUB-NIMDTA Education Forum
- NI Confederation for Health and Social Care (NICON)
- NI Health & Social Care Postgraduate Education Forum
- NIMDTA Lead Educator Forum
- NIMDTA / PHA / HSCB Liaison Group
- PHA Medical Directors' Group
- Postgraduate Medical Education Forum
- Quality 2020 Developing Professional Leadership Group
- QUB - NIMDTA Equality and Diversity Working Group
- QUB-NIMDTA Recognised Trainers' Working Group
- QUB-NIMDTA Resilience Working Group
- QUB-NIMDTA-Belfast Trust Clinical Academic Training Board.

## NIMDTA and Quality 2020

NIMDTA's Senior Education Manager, Quality Manager and GP Director have all contributed to the Quality 2020 Developing Professional Leadership Group during 2021-22.

The NIMDTA Simulation Lead and NIMDTA ADEPT Clinical Leadership Fellows previously led a Quality 2020 Task – Improving Patient Safety through Multi-disciplinary Simulation and Human Factors Training. During 2020-21, COVID led to unprecedented disruption in some aspects of medical training due to the dramatic restructuring of the workforce and the necessary suspension of educational events. Challenges that have remained include the reduced ability to attend external courses and the significant impact on access to training opportunities for some specialties given the downturn in elective care within LEPs.

The underspend in the NIMDTA study leave budget (2020-21) that resulted from travel restrictions and the suspension of educational courses provided a unique opportunity to try to mitigate the risk posed by reduced training opportunities. Simulation-based medical education utilises simulation aides to replicate clinical scenarios and is a growth area in postgraduate medical education and training. The NIMDTA Hospital Specialty Training Committee worked with the Lead Educators to determine what educational resources could be funded to support simulation training. Resources were then purchased for the Schools of Medicine, Surgery, Obstetrics and



Gynaecology, Paediatrics, Emergency Medicine and Diagnostics. The recent appointment of the NIMDTA Lead Educator for Simulation will aid the co-ordination of simulation training across the region. Feedback will continue to be obtained on the utilisation of simulation resources through Specialty School reviews and Lead Educator Quality Reports in 2021-22.

NIMDTA was also successful in a bid for funding from the DoH for ten Dental Simulation units, to be housed in NIMDTA. The units have been used as part of the training programmes for FDs and DCTs, during 2021-22. The Continuing Education team will also use the units to deliver training to General Dental Practitioners.

## **NIMDTA and External Views**

NIMDTA has recruited a new cohort of lay representatives to provide external scrutiny and contribute to a number of different Deanery activities. These activities included recruitment and selection panels, assessment panels (ARCP), Deanery visits and appeal panels.

All lay representatives are required to prepare a report for NIMDTA on the processes and outcomes of the activity that they took part in.

A workshop was held to obtain feedback and learning from the outgoing cohort of lay representatives and to identify learning and improvement from this event to take forward with the new cohort of lay representatives.

NIMDTA seeks externality by inviting Educators from other parts of the UK to observe and participate in Deanery visits to educational units, in annual review panels to assess progress of trainees and for ARCP appeal panels. Each of these external representatives is asked to prepare a report for the Postgraduate Medical Dean on the process and outcomes of the activity that they took part in.

NIMDTA receives information from the GMC annually on how NIMDTA trainees perceive training in NI compared with other regions of the UK (GMC NTS) and on how well NIMDTA trainees progress through their training (ARCP), succeed at examinations or succeed in their applications to enter specialty training.

## General Medical Council

NIMDTA, as the Northern Ireland Deanery, is required to demonstrate compliance with the GMC standards for postgraduate medical training (Promoting Excellence) and must satisfy itself that LEPs, primarily HSC Trusts, deliver postgraduate medical education and training to the standards required. NIMDTA carries out its quality management role through the conduct of Educational Monitoring Activities to training units as well as Specialty Programme Reviews, the review of reports and action plans and the evaluation of trainee surveys and assessment outcomes.

NIMDTA is required to report to the GMC online through a live reporting solution. This reporting from the Deanery is used by the GMC with other sources of information to monitor the quality of postgraduate medical education and training and ensure that the GMC standards for training are being met.

Any risks or areas of concern identified by the Deanery relating to the quality of training or patient safety are further reviewed in the context of the results of the GMC's annual NTS which provides feedback on trainee's perception of the quality of their training.

The GMC Quality Assurance process involves completion of an Annual Self-Assessment Questionnaire (SAQ) and Declaration which is renewed every four years. The SAQ template requires extensive responses and evidence which demonstrate how NIMDTA's policies and processes enable the organisation to establish if the standards and requirements described in Promoting Excellence are being met by both the Deanery and LEPs.

The first Declaration and SAQ was submitted to the GMC on 30<sup>th</sup> November 2021. NIMDTA received very positive feedback from the GMC following submission of the Declaration and Annual Self-Assessment Questionnaire (SAQ) and no areas of concern were identified.

The Declaration has been published on the GMC website with a re-declaration required in November 2025. The next SAQ will be submitted in November 2022.

The GMC also carries out Enhanced Monitoring visits to LEPs if there are any significant areas of concern. In 2021-22, there was one concern subject to this process within NI. Details of the issues being monitored in this fashion are published on the Enhanced Monitoring section of the GMC website at <https://www.gmc-uk.org/education/how-we-quality-assure/postgraduate-bodies/enhanced-monitoring>

## Internal Audit

NIMDTA utilises an outsourced internal audit function which operates to defined standards and whose work is informed by an analysis of risk to which the organisation is exposed and annual audit plans are based upon this analysis. In 2021-22 Internal Audit reviewed the following systems:

| DEFINITION OF LEVELS OF ASSURANCE  |  |
|--|--|
| The Level of Assurance that Internal Audit can provide on audit areas is defined as follows: |  |
| Assurance  | Definition   |
| Satisfactory   | Overall there is a satisfactory system of governance, risk management and control. While there may be some residual risk identified, this should not significantly impact on the achievement of system objectives. |
| Limited  | There are significant weaknesses within the governance, risk management and control framework which, if not addressed, could lead to the system objectives not being achieved.                                     |
| Unacceptable   | The system of governance, risk management and control has failed or there is a real and substantial risk that the system will fail to meet its objectives.   |

## **Finance Audits**

### **Internal Audit**

NIMDTA utilises an outsourced internal audit function which operates to defined standards and whose work is informed by an analysis of risk to which the organisation is exposed and annual audit plans are based upon this analysis. In 2021-22 Internal Audit reviewed the following systems:

### **Finance Audits**

One finance-based audit was conducted in 2020-21:

### **Financial Review 2021-2022**

Internal Audit carried out an audit of financial systems, which was considered by the Audit Committee on 24 February 2021. NIMDTA received a Satisfactory level of assurance in relation to system of governance, risk management and control. The report contained no Priority 1 findings and two Priority 2 findings. An action plan has been developed in order to implement the identified recommendations.

## **Corporate Risk Based Audits**

Three corporate risk-based audit were conducted in 2021-22:

### **Management of Single Lead Employer Processes 2021-2022**

Internal Audit carried out an audit in relation to the Management of Single Lead Employer Processes. This was considered by the Audit Committee at the first meeting in 2021-22. NIMDTA received a Limited level of assurance with one Priority 1 and seven Priority 2 findings. Aspects of this audit work were focused on a progress review of the audit carried out in 2020-21. As such the recommendations listed above were first notified in the previous audit, and reviewed by the most recent field work where significant progress was noted. NIMDTA accepted all of the recommendations and developed an action plan to address the findings. In order to address recommendations actions will be taken with regard to obtaining signed staff in post reports from employing organisations, as well as a review of aspects of the Employer's



Responsibility Agreement. This work will be further reviewed by Internal Audit in 2022-23.

## **Quality Management 2021-2022**

Internal Audit carried out an audit in relation to Quality Management which was considered by the Audit Committee on 14 October 2021. NIMDTA received a Satisfactory level of assurance that contained no Priority 1 and two Priority 2 findings. An action plan has been developed order to implement the identified recommendations.

## **IT Security (NIMDTA's Controls) and Business Continuity 2021-2022**

Internal Audit carried out an audit in relation to IT Security (NIMDTA's Controls) and Business Continuity which was considered by the Audit Committee on 24 February 2021. NIMDTA received a Limited level of assurance that contained no Priority 1 findings, seven Priority 2 findings and three Priority 3 findings. In order to address recommendations actions will be taken to seek assurance that limited sessional employees have completed core training as part of their substantive role, and work will be done with BSO ITS to decommission a legacy server.

## **Governance Audits**

One governance audit was conducted in 2021-22:

### **Retention of Board/Committee Minutes and Papers 2021-2022**

Internal Audit carried out an audit in relation to the Retention of Board/Committee Minutes and Papers which was considered by the Audit Committee on 14 October 2021. NIMDTA received a Satisfactory level of assurance with no Priority 1 or Priority 2 findings.

## **Year End Follow up on Outstanding Internal Audit Recommendations**

During March 2022, Internal Audit reviewed the implementation of previous Priority 1 and Priority 2 recommendations where the implementation date had now passed. Internal Audit reported that 86% of recommendations had been fully implemented, with the remaining 14% partially implemented.

### **Overall Opinion of Head of Internal Audit**

The Head of Internal Audit is required to provide an annual opinion on risk management, control and governance arrangements. This opinion is based upon and limited to, the internal audit work performed during the year, as approved by the Audit Committee. The purpose of the annual opinion is to contribute to the assurances available to the Accounting Officer and the Board which underpin NIMDTA's own assessment of the effectiveness of the system of internal governance, which, in turn, assists with the completion of this Governance Statement. The opinion expressed does not imply that Internal Audit has reviewed all risks and assurances relating to the organisation.

Overall for the year ended 31 March 2022, the Head of Internal Audit provided a 'Satisfactory' assurance on the adequacy and effectiveness of the NIMDTA's framework of governance, risk management and control. The basis for forming this opinion was an assessment of the range of individual opinions arising from the financial, corporate and risk-based audit assignments performed and reported on during 2021-22. Further information in relation to each of these audits is detailed above.

## **NIMDTA and Communication with Trainees**

NIMDTA actively seeks feedback from trainees and involvement of trainees in NIMDTA Committees. In April 2021, a new Communications and Training Events Manager was appointed to enhance and improve communication methods with trainees and trainers.

NIMDTA engages with and listens to trainees in a number of ways:

1. NIMDTA Surveys of trainees. NIMDTA conducts surveys of trainees before carrying out visits to the units in LEPs that they are allocated to. These surveys inform the Visiting Team and are discussed at NIMDTA's pre-visit briefing sessions with the Visiting Team.
2. GMC Surveys of trainees. The GMC conducts an Annual 'National Survey of Trainees'. NIMDTA strongly supports the GMC in maximising the response rate of trainees in NI to this survey. NIMDTA reviews and distributes the results of this survey and provides responses to the GMC.
3. Educational Monitoring Activities. NIMDTA has a rolling visiting cycle to visit all the training units and specialty training programmes in NI. During these visits, NIMDTA meets with trainees in peer groups to listen to their views in a confidential setting. Concerns raised by the trainees are discussed anonymously with trainers and fed back on the day to the Educational and Clinical Leaders in the LEPs and are included in NIMDTA's visit reports.
4. Trainee Representatives. NIMDTA includes trainee representatives in the membership of the School Boards (Foundation, Specialty and GP) and Specialty Training Committees which oversee the delivery of postgraduate medical education in each programme. NIMDTA also includes trainee representatives in appropriate Sub-Committees (Revalidation Operational Group, and Clinical Academic Training Board).
5. Trainee Meetings. NIMDTA Educators meet with individual trainees to listen to concerns, discuss career choices and provide support.

The Foundation School has an active and well-established Foundation doctors' Forum which promotes inclusion of their views in regional working groups and sends representatives to national meetings thus linking with Foundation doctors in other regions.

**Foundation Update**  
Issue #319 - 25th April 2022

Click on the blocks below to be linked to their subject.

**Courses and Events**  
Abstract submissions are now available for The McClelland Prize Award for Gynaecological Cancer Research. Click here for more information.  
The ClinEdS Incubator - Mastering the Basics Research Series is taking place on Wednesday 27th April 2022. Click here for more information.  
The National Virtual Academic Conference will be taking place on the 4th July 2022. Submissions are still being accepted until the 6th May 2022. Click here for more information.

**Reminders to newly appointed F1 trainees 2022 - 2024**  
Following the initial Welcome letter have you:  
+ Confirmed your acceptance by emailing foundation.nimda@hscni.net

**Have you applied for your second year GMC Registration?**  
Click here to be directed to the GMC website.

**Dates to Remember:**  
A Meet and Greet event in connection with our Arrive & Thrive Scheme, primarily for non-local graduates but open to all who wish to attend, will be held via Zoom on Wednesday 27th July 2022 from 6:30-8:30pm.  
The Northern Ireland Regional Foundation Doctors' Induction Day will take place on Thursday 20th July 2022 and attendance is mandatory for all new F1s starting in August.

**Alerts & Information**  
+ Assessment under the WETA Health Code

**Click here to view the latest NIMDTA Training Update**

**NTS Survey for all Foundation Doctors**  
You should have now received an email from the GMC to provide feedback on the quality of training you are receiving by completing the Annual National Trainee Survey (NTS).  
This important survey is now live and closes on the 3rd May 2022.  
Click here to complete the Survey.

**F2 FLIGHT Modules**

If you are on a waiting list for a certain module and would like to confirm a place (if there are spaces available) you do not have the option to do this you must please send an email to [generic@hscni.net](mailto:generic@hscni.net)

| Date & Time       | Module  | Version | Space Remaining |
|-------------------|---|---------|-----------------|
| 21 Aug 2022 09:00 | Module 14 Teaching Skills                     | Zooms   | 10              |
| 27 Aug 2022 09:00 | Module 12 Appraisal of Evidence               | Zooms   | 1               |
| 29 Aug 2022 09:00 | Module 6 Leading Evidence Based Health Care   | Zooms   | 2               |
| 29 Aug 2022 09:15 | Module 9 Quality Improvement Methodology      | Zooms   | 1               |
| 7 May 2022 09:00  | Module 8 Quality Improvement Methodology      | Zooms   | 0               |
| 8 May 2022 10:00  | Module 12 Appraisal of Evidence               | Zooms   | 26              |
| 8 May 2022 10:00  | Module 11 Evidence Based Health Care          | Zooms   | 6               |
| 10 May 2022 09:00 | Module 5 Teamwork, Communication & Leadership | Zooms   | 6               |
| 11 May 2022 10:00 | Module 16 The Digital Agenda                  | Zooms   | 20              |
| 11 May 2022 09:00 | Module 10 Self-assessing                      | Zooms   | 16              |

Please do not double book modules!

I want to  
Book a Module  
Cancel a Booking  
See All Dates

Representatives of this Forum are full members of the Foundation School Board which includes a final year medical student along with two F1 and two F2 doctors. Issues pertaining to Foundation doctors are highlighted through this Deanery level reporting structure. The Foundation School links directly with the recruited and selected Foundation Programme Directors based in the LEPs, four times a year.

The NIMDTA Foundation School introduced a Foundation Update in August 2014. This is circulated to all Foundation doctors and Foundation trainers & educators. The objective of the Foundation Update is to streamline communication and bring key information to the attention of these groups. All information is presented in 'bite-sized' chunks relating to current issues relevant to Foundation training and clinical practice. The information is confined to one A4 page and contains the key weekly messages relevant to all involved in Foundation Programme training in Northern Ireland.

Regular features include topics such as Foundation e-portfolio and ARCP reminders, healthcare news and information alerts, Foundation and Specialty Recruitment information, Regional Generic Skills mandatory training information for all F2 doctors, information relevant to Foundation Programme Trainers, GMC updates, Northern Ireland regional initiatives, academic opportunities, educational meetings and celebrating the success of current and past NIFS Foundation doctors.

There are also NIMDTA Newsletters for GP, Core Medical, Paediatric and Hospital Specialty trainees and Dental trainees.

**Specialty Trainee Newsletter**  
October / November 2020

Northern Ireland  
**mdta**  
Medical & Dental Training Agency

**Guest Editor: Dr Michael Goggin, ST7 Care the Elderly**

**Trainee research day – 5<sup>th</sup> November 2020**

Are you considering a career in research or just thinking about it? Why not attend the QUB, UMS and NIMDTA sponsored online half day event to find out more?  
All Foundation, Medical specialty, Dental Core and Specialty, and GP trainees welcome!  
Download the programme [here](#) for more information.

**COVID and your ARCP**

As COVID continues to impact Specialty training the Statutory Education bodies have proposed an [extension](#) to the arrangements made to apply to all ARCPs, use of the COVID Outcomes 10.1 and 10.2 and ARCP appeals in a similar way. They will now apply to ARCPs scheduled up to and including March 2021.

**FLU**

Its that time of year again...Have you been vaccinated yet? This is more important than ever following the devastating effects of the COVID-19 pandemic. As usual, all the trusts will be offering the vaccination to their staff.

Why should you bother with vaccination?

- Did you know? All Health and Social Care workers are **FOUR** times more likely to come into contact with the virus compared with the general population.
- By getting the vaccination you protect not only yourself but your patients, work colleagues, friends, family and ultimately the health service itself.
- Vaccination of health care workers against influenza has been shown to lower rates of influenza like illness, hospitalisation and mortality in the elderly in health and social care.

**New Interim Post Graduate Dean appointed...**

Prof. Keith Gardiner has recently retired and stood down from his role as Post Graduate Dean at NIMDTA. We wish him well and say thanks for all his hard work. Dr Ian Steele will take over as Interim Post Graduate Dean until a permanent appointment is made.

**DCT Newsletter**  
December 2020

Northern Ireland  
**mdta**  
Medical & Dental Training Agency

Welcome to the Dental Core Training Newsletter. This Newsletter is designed to support your training and reinforce information as well as keep you up to date with any changes or new happenings in your training year. We appreciate any feedback you might have about the newsletter as well as suggested items to include.

**DCT Rep**

My name is Tom Murphy and I am the Dental Core Training Rep for 2020/2021. I completed my dental degree in Queens University, Belfast. I then moved to Liverpool where I carried out my dental foundation training, as well as being the Rep for my foundation scheme. I moved back to Northern Ireland to complete my DCT in Maxillofacial Surgery and I am now working in Altnagelvin Hospital doing my DCT. Outside of work I enjoy playing rugby and working on cars/DIY. I hope everyone has a great DCT year and please let me know if there is anything I can do to help!

**WELCOME**

Congratulations and welcome to Melissa Good on her appointment as Training Programme Director for Dental Core Training. As DCT TPO Melissa co-ordinates the training programme for DCTs, including ensuring the programme meets national curriculum requirements. Melissa also provides support for trainees and their educational supervisors in receiving appropriate training for their role and also highlights educational development opportunities.

**SE Trust: Shadowing Placement**

We are delighted the SE Shadowing programme is in its 2nd year!  
12 FDEs have been allocated a day in the Ulster Hospital (in 14 pairs)  
This is to allow FDEs to explore a hospital based career as an option. The roster allows them to visit an OMS unit where they meet their DCT colleagues, shadow their clinical activities for a day which includes experiencing ward, emergency, theatre and outpatient components.

It's intended to inform FDEs of what it entails to work as a DCT in OMS. It also invites them to reflect on their attendance.

Please don't hesitate to contact James Cunningham, OMS Specialty Doctor, Ulster Hospital and Eiad Qudairat, Associate Postgraduate Dental Dean if you have any queries.

**RESEARCH GRANTS AND FELLOWSHIPS**

Closing date: Friday 19 January 2021 at 5pm

Two Fellowships are being offered:  
1. **Ulster Endodontic-Infectious Endodontic Society Training Fellowship**  
This will normally be awarded for up to one year and is intended to support a clinical trainee in endodontics who wishes to further their academic and research training.

1. **The Faculty of Dental Surgery Research Fellowship**  
This will be for one year and awarded for a project in any area of oral and dental research.

**Joint FDS-British Society of Aesthetic Dentistry pump-priming grants**  
Two pump-priming grants are being offered to support research into the oral health of children in the broader sense.

**Joint FDS-British Association of Oral Surgeons pump-priming grant**  
Intended to support research designed to benefit community or population oral health, and should be related to the field of oral surgery.

**Joint FDS-British Society of Oral Medicine pump-priming grant**  
Intended to support research designed to benefit community or population oral health, and should be related to conscious sedation in dentistry.

**FDS pump-priming grants**  
Up to £10,000 each, designed to meet research consumable costs for new or existing projects.

**COVID-19 pump-priming grant**  
Up to £10,000 each, designed to meet research consumable costs for new or existing projects specifically related to COVID-19.

Details and applications  
[www.niseng.ac.uk/fds/research](http://www.niseng.ac.uk/fds/research)

## General Medical Council Curriculum Oversight Group (COG)

Dr Ian Steele, Post-Graduate Medical Dean and Director of Education for NIMDTA is a member of the GMC COG along with HEE, NES and HEIW representatives and the Departments of Health educational policy leads in the four nations. COG was created by the GMC in response to the GMC *Excellence by Design* document. COG ensures that the three-yearly cycle of curriculum reviews delivers the strategic change required and that the curricula written by the Royal Colleges and Faculties are aligned with the *Shape of Training* principles.

## NIMDTA and Trainee Opportunities

NIMDTA works closely with QUB to promote opportunities for clinical trainees to undertake academic training, to be involved in scholarly activity and to present their research work. In November 2020, NIMDTA partnered with QUB and the UMS to promote and organise a very successful Research for Clinicians Day for the sixth consecutive year.

The QUB / NIMDTA Director for Clinical Academic Training Programme, Dr Richard Turkington, chaired the event and prizes were presented to trainees for the best poster and best oral presentations.

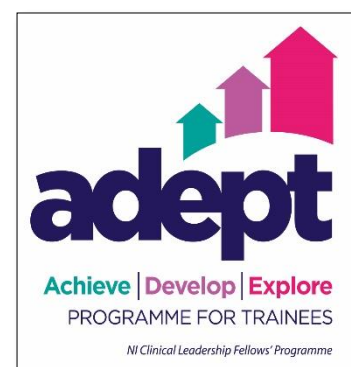


## NIMDTA Clinical Leadership Fellows' Programme (ADEPT)

NIMDTA in co-operation with partner host organisations in Northern Ireland launched a Clinical Leadership Fellows' programme for the first time during the training year 2015-16.

This programme provides senior doctors and dentists in Training with an opportunity to take time out of programme for one year to work in an apprenticeship model with senior leaders in host organisations in Northern Ireland to gain organisational and leadership skills.

Clinical Leadership Fellows undertake one or more specific projects in their host organisations under supervision, attend formal leadership training including



mentoring and coaching, and are provided with opportunities to network and learn with healthcare colleagues.

In addition to the specific projects, other host-based opportunities include attending and chairing meetings and working with multi-professional teams on a wide variety of other projects in their host organisations. The number and range of projects in which Clinical Leadership Fellow is involved depends on the host organisation.

The aims of this programme are that Clinical Leadership Fellows will, by the end of their placement, have gained experience and an understanding of the following:

1. How the HSC works so that they can be more effective as leaders and managers and work in partnership with other leaders and managers;
2. The strategic vision of health and social care in NI and the factors that influence this strategy;
3. The ability to identify leadership and management styles and how to employ those styles;
4. The relationship between clinical practice and service management;
5. Thinking differently through reflective practice;
6. Effective leadership and management of projects;
7. Enabling others through working in a management role;
8. Working in teams from a variety of stakeholders;
9. Networking with senior colleagues facing similar challenges; and
10. Influencing and negotiating skills.

The ADEPT Clinical Leadership Programme did not take place during the 2020/21 academic year due to the impact of COVID.

Recruitment took place in March 2021 for the sixth cohort and 8 trainees completed the programme during August 2021 – July 2022.

## Trainee Ambassadors



The Ambassador Scheme has been developed as a component of the VALUED Strategy with the overall aims of:

- Promoting connections between trainees;
- Highlighting benefits of training; and
- Strengthening the engagement between NIMDTA and trainees.

Ambassadors acquire new skills and are supported in their role through regular meetings at NIMDTA. Ambassadors are initially appointed for a one year period, with the option to continue in post after this if desired and with support of their Educational Supervisors.

There were 27 trainee ambassadors appointed during 2021-22.



# ENGAGE Showcase Event 2022



"A truly inspiring showcase of Quality Improvement Project presentations"

Dr Ian Steele - Postgraduate Dean & Director of Education NIMDTA



NIMDTA and HSC Leadership Centre (HSCLC) hosted their sixth annual 'ENGAGE Clinical Leadership and Improvement Programme' showcase evening online on Monday 27 June 2022.

The showcase event was the final module of the Leadership Programme which invited trainee doctors and dentists to showcase their learning and achievements through a presentation of a Quality Improvement (QI) projects.

Mrs Paula O'Kelly (Principle Consultant, HSCLC) commenced proceedings by welcoming all participants and the judging panel to the event, and provided a background on the ENGAGE Leadership Programme and its objectives.

The judging panel for the evening consisted of:

- Dr Frances O'Hagan, Deputy Chair of Northern Ireland General Practitioners Committee
- Dr Aisling Diamond, Deputy Medical Director, Southern Health and Social Care Trust
- Ms Levette Lamb, Regional Senior Improvement Advisor, HSCQ Hub Team

Following Mrs O'Kelly's opening remarks the top three QI Poster Presentations, that had been voted on via smart survey prior to the event, were then presented in full to all attendees. A question and answer session followed each presentation.

The top three QI Poster Projects selected via survey and presented at the event were:

- Dr Sharon Graham - Bringing Northern Ireland teaching up to PACE(s) with the rest of the UK
- Dr Aldeen Callaghan - Rationalising investigations from the Post-Anaesthesia Care Unit (PACU)
- Dr Grainne Doran - Going Green: Improving our Carbon Footprint through Inhaler Choice

Once all presentations had concluded the judges retired and, after careful consideration, awarded **Dr Aldeen Callaghan first place and gave a joint second achievement placement to both Dr Sharon Graham and Dr Grainne Doran!**

Dr Ian Steele, Postgraduate Dean & Director of Education NIMDTA, delivered the closing remarks for the event and congratulations was extended to all ENGAGE Clinical Leadership and Improvement Programme Trainees, for the year 2021-2022.

A special thanks was also extended to Mrs Paula O'Kelly and Mrs Maura McMackin, Senior Consultant, HSCLC for facilitating the event.

See next page to view the winning QI Poster Presentations and a list off all participants!



Mrs Paula O'Kelly  
Principal Consultant  
HSCLC



Mrs Maura McMackin  
Senior Consultant  
HSCLC

Would you like to join the 2022/2023 ENGAGE Programme?

For further information and to enroll contact:  
valuedtrainees@hscni.net

The **ENGAGE** Clinical Leadership programme was delivered for a sixth successive year in 2021-22. This programme is focused on leadership and QI methodologies and is aimed at final year trainees in GP, Hospital Specialty and Dental Specialty training programmes.

ENGAGE aims to challenge, develop and support doctors and dentists in Training to ensure that they are prepared to lead effectively. This programme was delivered on behalf of NIMDTA by the HSCLC online and participants will complete the year with a Showcase Event in June 2022.

**NIMDTA plans for next year are:**

1. The **Seventh EQUIP Celebration Day** for GP trainees will be delivered in June 2023. EQUIP is a QI Programme for GP trainees which aims to give trainees an opportunity to learn about QI by undertaking a QI project within groups underpinned by introductory theory, training in QI tools and mentorship from local QI leaders using the ECHO collaborative training model.
2. Convene its **seventh ENGAGE Showcase Event** in June 2023. This will be an opportunity for trainees to present the QI projects that they have been involved in during their participation in the ENGAGE programme.
3. In collaboration with QUB and UU, NIMDTA organised its **Annual Clinical Education Day** for 22 September 2022 aimed at undergraduate and postgraduate teachers, trainers and educators.
4. In collaboration with QUB and UMS, NIMDTA has again organised a **Research for Clinicians Day** on 04 November 2022 online.
5. NIMDTA is planning for a **Professional Support Conference** in April 2024.
6. Work with DoH, HSCB, PHA and HSC Trusts to ensure that restart of postgraduate medical and dental education post-pandemic is fully integrated into HSC plans to rebuild clinical services



# Goal 5: Integrating the Care

## **Quality 2020 Aim:**

*“We will develop integrated pathways of care for individuals. We will make better use of multidisciplinary team working and shared opportunities for learning and development in the HSC and with external providers.”*

While NIMDTA is not directly involved in delivery of care for individuals, NIMDTA is involved in multi-disciplinary transformation working groups (Leadership Strategy Reference Group; Review of Urgent and Emergency Care, and the Daycase Elective Care Centres Project Board) and IHRD Recommendation Implementation Groups.

NIMDTA promotes multi-disciplinary team development through the Dental Continuing Education (CE) programme for dentists, DCPs and for Dental Teams. The September 2021- March 2022 CE Programme was attended by 405 dental registrants. The CE Team successfully delivered a 4-day Hands-On Oral Surgery Course, in November 2021, with participating dentists availing of a place for their dental nurses to attend a competency based Oral Surgery and Suture Removal course. A number of additional hands on educational opportunities for both dentists and DCPs are planned for 2022-23. The ‘Dental Foundation Dental Nurse’ course as piloted in the 2019-20 training year was offered again from September 2021, with 5 Dental Nurses completing this course.

NIMDTA runs generic skills training sessions for its 252 F2 doctors and for 1,100 Specialty Trainees on multi-disciplinary team working.

In September 2018, NIMDTA met with Leaders from NIPEC, the Clinical Education Centre (BSO), NI Centre of Pharmacy Learning and Development, HSCB and DoH to form the multi-professional **Northern Ireland Health & Social Care Postgraduate Education Forum**. The aim of this forum is to facilitate strategic discussions

concerning inter-professional education across the HSC and promote cross-organisational relationship, understanding and collaborative working. Representatives from the HSC Leadership Centre now attend the forum and meetings continue to be held bi-annually.

**NIMDTA plans for next year are:**

1. Continue to participate in the **Daycase Elective Care Centres Project Board**.
2. Be represented at the **NICON Conference** in October 2022 by educators, Senior Management and ADEPT Fellows.
3. Be represented on the **4 Nation Statutory Education Body Chief Executives' Group** by the Chief Executive, **4 Nation Statutory Education Body Group and COPMeD** by the Postgraduate Medical Dean and on the **COPMeD Senior Manager's Group** by the Senior Education Manager.
4. Work with DoH, HSCB, PHA and HSC Trusts to ensure that **restart of postgraduate medical and dental education** post-pandemic is fully integrated into HSC plans to rebuild clinical services.
5. **Work collaboratively** with other health care education bodies in NI during 2022-23 through the NI HSC Postgraduate Education Forum.

# References

COGPED: Committee of GP Education Directors

<http://www.cogped.org.uk/>

COPDEND: UK Committee of Postgraduate Dental Deans and Directors

<http://www.copdend.org/>

COPDEND: Quality Development of Postgraduate Dental Training in the UK 2012

[http://www.copdend.org/content.aspx?Group=guidance&Page=guidance\\_quality%20development%20of%20postgraduate%20dental%20training%20in%20the%20uk%202012](http://www.copdend.org/content.aspx?Group=guidance&Page=guidance_quality%20development%20of%20postgraduate%20dental%20training%20in%20the%20uk%202012)

COPDEND Standards for Dental Educators

<https://www.copdend.org/wp-content/uploads/2018/08/Guidelines-for-Dental-Educators-.pdf>

COPMED: Conference of Postgraduate Medical Deans of the UK

<http://www.copmed.org.uk/>

GDC Standards in Specialty Education

[https://www.gdc-uk.org/docs/default-source/quality-assurance/dental-specialty-training/standards-for-specialty-education-201977467198-fcec-48a0-8a88-a09b66d1e661.pdf?sfvrsn=28b5d2b1\\_5](https://www.gdc-uk.org/docs/default-source/quality-assurance/dental-specialty-training/standards-for-specialty-education-201977467198-fcec-48a0-8a88-a09b66d1e661.pdf?sfvrsn=28b5d2b1_5)

GMC Quality Assurance Framework

<http://www.gmc-uk.org/education/qaf.asp>

GMC Promoting Excellence

<https://www.gmc-uk.org/education/standards-guidance-and-curricula/standards-and-outcomes/promoting-excellence>

GMC Excellence by Design

[https://www.gmc-uk.org/-/media/documents/Excellence by design standards for postgraduate curricula 0517.pdf](https://www.gmc-uk.org/-/media/documents/Excellence_by_design_standards_for_postgraduate_curricula_0517.pdf)  
[70436125.pdf](https://www.gmc-uk.org/-/media/documents/Excellence_by_design_standards_for_postgraduate_curricula_0517.pdf)

GMC Good Medical Practice

<https://www.gmc-uk.org/ethical-guidance/ethical-guidance-for-Doctors/good-medical-practice>

Foundation Reference Guide and Foundation Curriculum

<https://foundationprogramme.nhs.uk/curriculum/>

A Guide to Postgraduate Specialty Training in the UK (Gold Guide Eight Edition)

[https://www.copmed.org.uk/images/docs/gold\\_guide\\_8th\\_edition/Gold Guide 8th Edition March 2020.pdf](https://www.copmed.org.uk/images/docs/gold_guide_8th_edition/Gold_Guide_8th_Edition_March_2020.pdf)

Shape of Training: Securing the future of excellent patient care

[https://www.shapeoftraining.co.uk/static/documents/content/Shape of training FINAL Report.pdf](https://www.shapeoftraining.co.uk/static/documents/content/Shape_of_training_FINAL_Report.pdf) 53977887.pdf

# Abbreviations

|         |   |
|---------|---|
| ACF     | Academic Clinical Fellows                             |
| ACL     | Academic Clinical Lecturers                           |
| ADEPT   | Achieve, Develop, Explore Programme for Trainees      |
| ALB     | Arm's Length Bodies                                   |
| AoMRC   | Academy of Medical Royal Colleges                     |
| APLAN   | Anonymous Peer Learning and Assessment Network        |
| ARCP    | Annual Review of Competence Progression               |
| ASPiH   | Association for Simulated Practice in Healthcare      |
| BMA     | British Medical Association                           |
| BSO     | Business Services Organisation                        |
| CCT     | Certificate of Completion of Training                 |
| CE      | Continuing Education                                  |
| CMO     | Chief Medical Officer                                 |
| COG     | GMC Curriculum Oversight Group                        |
| COGPED  | Committee of General Practice Education Directors     |
| COPDEND | Committee of Postgraduate Dental Deans and Directors  |
| COPMED  | Conference of Postgraduate Medical Deans              |
| CPD     | Continuing Professional Development                   |
| CDFT    | Committee on Dental Foundation Training               |
| DCP     | Dental Care Professional                              |
| DCT     | Dental Core Training                                  |
| DEMEC   | Developing Excellence in Medical Education Conference |
| DFT     | Dental Foundation Trainee                             |
| DoH     | Department of Health                                  |
| ECHO    | Extension of Community Healthcare Outcomes            |
| ENGAGE  | Clinical Leadership and Improvement Programme         |
| EQUIP   | Educating for Quality Improvement for GP Trainees     |
| ES      | Educational Supervisor                                |
| F1      | Foundation Year 1                                     |
| F2      | Foundation Year 2                                     |
| FD      | Foundation Dentist                                    |
| FiY1    | Foundation Interim Year 1 doctor                      |
| Form R  | Registration Form (for Trainees with NIMDTA)          |
| GDC     | General Dental Council                                |



|        |   |
|--------|---|
| GMC    | General Medical Council   |
| GP     | General Practice  |
| GPARTS | General Practice Academic Research Training Scheme                          |
| HEE    | Health Education England  |
| HSC    | Health and Social Care  |
| HSCB   | Health and Social Care Board  |
| ICAT   | Irish Clinical Academic Training  |
| ILM    | Institute of Leadership and Management                                      |
| iQUEST | Improving Quality and Understanding to Enhance Specialty Training           |
| IPC    | Infection Prevention and Control  |
| IT     | Information Technology  |
| JDC    | Junior Doctor's Committee   |
| LDA    | Learning and Development Agreements   |
| LEP    | Local Education Providers   |
| LMS    | Learning Management System  |
| MD     | Doctor of Medicine  |
| MDRS   | Medical and Dental Recruitment and Selection                                |
| MSc    | Masters of Science  |
| NACT   | National Association of Clinical Tutors                                     |
| NEBDN  | National Examining Board for Dental Nurses                                  |
| NES    | NHS Education for Scotland  |
| NHS    | National Health Service   |
| NI     | Northern Ireland  |
| NIAS   | Northern Ireland Ambulance Service  |
| NICON  | Northern Ireland Confederation for Health and Social Care                   |
| NIFRS  | Northern Ireland Fire and Rescue Service                                    |
| NIFS   | Northern Ireland Foundation School  |
| NIMDTA | Northern Ireland Medical and Dental Training Agency                         |
| NIPEC  | Northern Ireland Practice and Education Council (for nursing and midwifery) |
| NISHFN | Northern Ireland Simulation and Human Factors Network                       |
| NTS    | National Training Survey  |
| O&G    | Obstetrics & Gynaecology  |
| PBSGL  | Practice-based Small Group Learning   |
| PHA    | Public Health Agency  |
| PhD    | Doctor of Philosophy  |
| PQ     | Placement Quality   |
| PSU    | Professional Support Unit   |
| PYA    | Penultimate Year Assessment   |
| QI     | Quality Improvement   |
| QMG    | Quality Management Group  |
| QUB    | Queen's University, Belfast   |

|          |  |
|----------|--|
| QUBDSL   | Queen's University, Belfast Dental School Liaison Group  |
| RCP      | Royal College of Physicians  |
| RCS (Ed) | Royal College of Surgeons of Edinburgh   |
| RCGP     | Royal College of General Practitioners   |
| RO       | Responsible Officer for Revalidation   |
| RQIA     | Regulation and Quality Improvement Authority   |
| SAC      | Specialty Advisory Committee   |
| SAS      | Staff Grade and Associate Specialist Doctor  |
| SDR      | Statement of Dental Remuneration   |
| SMC      | Senior Management Committee  |
| SMEC     | Scottish Medical Education Council   |
| SQE      | Safety, Quality and Experience   |
| STATUS   | NIMDTA'S Recognising Trainers Programme (Selection; Training; Appraisal; Transfer of Data; Underperformance Management; Support)   |
| SUCCEED  | NIMDTA's SUCCEED Strategy (Supporting Training, Understanding the Curriculum, Covering the Curriculum, Ensuring Opportunities for All, Enhancing Prospects, Discovering Purpose) |
| TPD      | Training Programme Director  |
| UMS      | Ulster Medical Society   |
| VALUED   | NIMDTA's VALUED Strategy (Voice is Listened to, Applaud & Acclaim Success, Life-Work Balance, Up to Date & High Quality Training, Enhanced Learning Opportunities, Distinctive). |