

Running Professional Support in your Region

‘The North-East Experience’

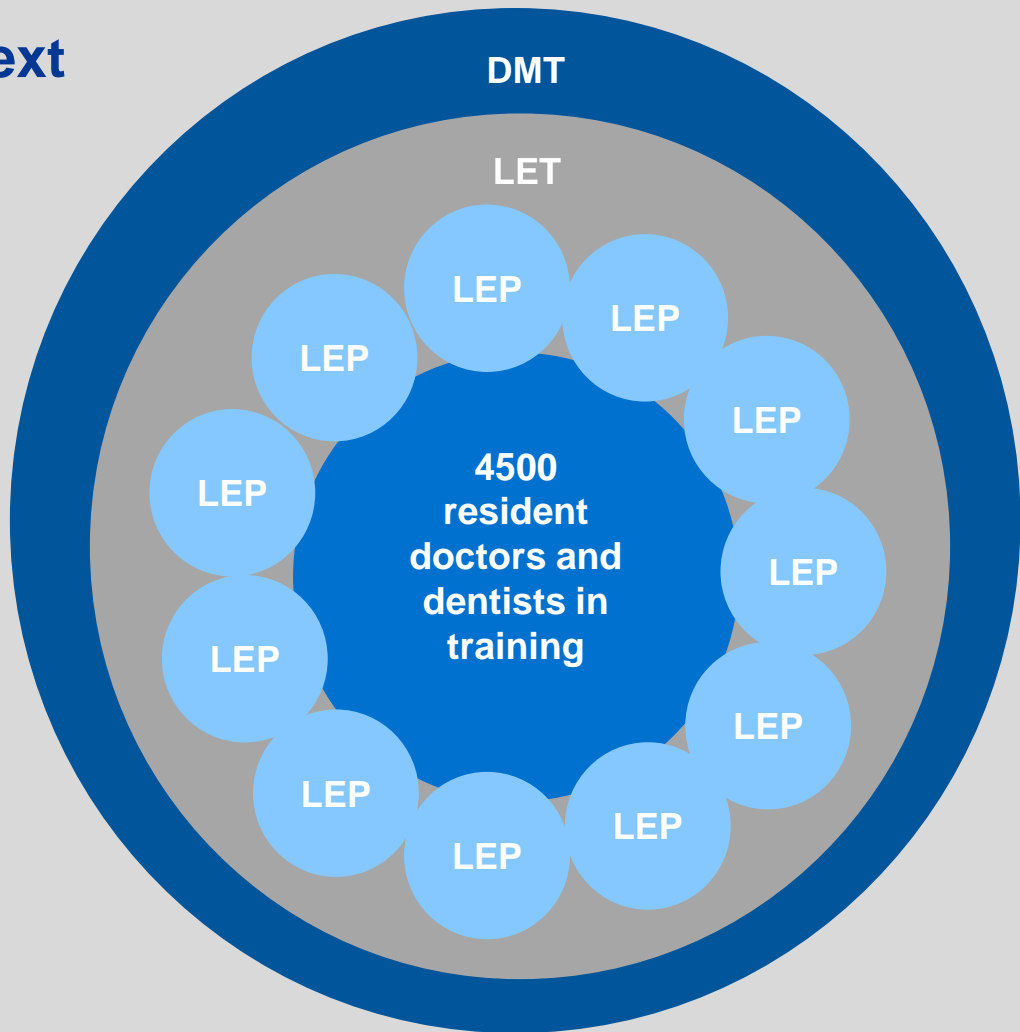
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Context



Benefits

- Equity of access
 - across programmes and placements
- Support 'passport'
 - across rotations
- Captures themes impacting at programme level
- LET
 - specificity of contract & co-location
- Economies of scale
- Dean Responsible Officer
- Ladder of support

Ladder of Support



1. Local support

Supervisor/trainer
Departmental



Occupational Health

Counselling

Neurodiversity

Coaching

Occupational Health

- General management OH
 - New starter clearance
 - NSI and vaccinations
 - Physio
-
- Counselling and CBT max 6 sessions
 - Other services e.g. drug and alcohol screening
-
- Employee Assistance Programme
 - App and chat facilities

Coaching

- *Additional* support for issues impacting on training progression complementary to School/LEP support
- Delivered by trained coaches with regular CPD and supervision
- Not suitable for issues related to health
- Challenge leading to change in thinking and habits
- Referral TPD via School Manager
- Case conference discussion TPD/Heads of School for complex situations

Neurodiversity support

- Follow national guidance
- Includes diagnostic *assessment* for Dyslexia and review of *likelihood* of ADHD/Autism
- Available to those encountering delay in progression
- Specialised coaching (max 6 sessions)
- Ongoing support via NHS services or sourced privately including any medication
- Referral by Head of School via School Manager

Activity Data

- 4723 appointments for 1,700 employees
- 57.9% bloods and vaccinations
- 466 OH referral appointments for 355 employees
- 47.36% mental health
- 77 referrals for coaching
- 25 neurodiversity assessment and coaching
- 19 exam support
- 8 complex case discussion

GMC exam pass rates by deanery/local office

- 2017 16/17 ranking
- 2023 7/17



Exam Game Plan

42% of all referrals

<https://madeinheene.hee.nhs.uk/education2/Doctors-in-Training/Exam-Game-Plan>

Before Exam

- Review Exam Support handbook and videos
- Seek top tips from peers who have recently successfully sat the exam
- Seek advice from experienced examiners to understand exam structure
- Develop a “life plan” that incorporates study and other commitments
- Consider local study groups

Before 1st Resit

- Supportive conversation with supervisor to consider areas to concentrate study
- Review revision strategies
- Attend Exam Game Plan workshop

Before 2nd Resit

- Discussion with TPD using exam support questions draw out potential blind spots before planning next sitting of the exam
- Compare with workplace performance to see if any correlation
- Recommend break to re-gather before sitting exam again
- Review learning points from Exam Game Plan videos, workshop and handbook

Before 3rd Resit

- Pause and reflect - don't book the next sitting until following actions completed
- Review feedback from exam results with TPD
- Identify successful strategies to repeat not just areas of weakness
- Consider self assessment for neurodiversity

PSWU events



- Sleep animations and annual event

<https://madeinheene.hee.nhs.uk/education2/Sleep>

- Maximising confidence group coaching
- Building Confidence and Overcoming the Imposter
- An introduction to Uncertainty
- Tiny Habits for Doctors - changes that last forever
- Introduction to Mentoring Skills
- Compassionate Leadership
- Personal prioritisation strategies guide

Occupational Health

Counselling

Professional Support & Wellbeing Unit

Neurodiversity

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