

Medical Induction



Dr Geraint Lee
Joint College Tutor Paediatrics
Education Lead for Neonatal Medicine
18th January 2018

Background

- ~130 trainees in ELCH
- 29 ST2-3, 55 ST6-8, 4 FT, 2 GPVTS
- 65 educational supervisors
- 2 College tutors paediatrics
- College tutors in paediatric surgery & cardiology
- Education leads in subspecialties

Background

- First impressions count
- GMC survey
- Recruitment challenges (local & ST)
- Trainees leaving programme
- Patient safety and quality improvement

The fear

Trust / Board	Overall Satisfaction	Clinical Supervision	Clinical Supervision out of hours	Reporting systems	Handover	Induction	Adequate Experience	Supportive environment	Work Load	Educational Supervision	Access to Educational Resources	Feedback	Local Teaching	Regional Teaching	Study Leave
Guy's and St Thomas' NHS Foundation Trust					Green										
Guy's and St Thomas' NHS Foundation Trust							Pink				Red				
Guy's and St Thomas' NHS Foundation Trust	Green	Green	Grey	Green	Yellow	Green	Green	Light Green	Light Green		Green				
Guy's and St Thomas' NHS Foundation Trust						Pink						Pink			
Guy's and St Thomas' NHS Foundation Trust	Grey	Grey	Grey	Grey	Yellow	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Yellow	Yellow	Yellow
Guy's and St Thomas' NHS Foundation Trust				Green								Pink			
Guy's and St Thomas' NHS Foundation Trust				Light Green				Light Green							
Guy's and St Thomas' NHS Foundation Trust				Light Green		Pink					Light Green				
Guy's and St Thomas' NHS Foundation Trust			Green				Pink								
Guy's and St Thomas' NHS Foundation Trust	Grey	Grey	Yellow	Grey	Yellow	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey
Guy's and St Thomas' NHS Foundation Trust	Green		Yellow	Grey	Yellow		Green	Green			Green		Green	Green	Green
Guy's and St Thomas' NHS Foundation Trust	Red				Pink	Red			Red	Red	Red	Grey	Red	Red	
Guy's and St Thomas' NHS Foundation Trust			Grey	Pink	Light Green	Pink					Light Green				
Guy's and St Thomas' NHS Foundation Trust		Pink			Yellow	Pink				Pink		Pink			
Guy's and St Thomas' NHS Foundation Trust	Pink	Pink				Pink	Pink				Pink	Pink		Pink	Pink
Guy's and St Thomas' NHS Foundation Trust	Grey	Grey	Yellow	Grey	Yellow	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey	Grey
Guy's and St Thomas' NHS Foundation Trust										Pink				Red	

The Challenges

- New contract
- New curriculum
- Rota gaps
- Service pressures
- Surveys
- Time
- Mandatory requirements vs educational needs
- Communication

IT logins

- Trust
- Email
- PACS
- CRIS
- EPR
- E-noting
- Call forward
- Dicta8IT
- Badgernet
- Heartsuite
- Xcelera
- Astraia





The inspiration

She was a bit surprised when an email appeared in her inbox at the beginning of June, two months before her job was due to start. It was from the HR department of Felpersham General so she opened up the email and read it with interest.

“Dear Dr Austin,

It gives me great pleasure to welcome to our trust, we are looking forward to meeting you at the induction on the 4th of August. I wanted to introduce myself and to give you the information you will need before you join us in a couple of months. I am the HR manager for junior doctors in paediatrics, psychiatry and surgery and am the key contact for you for all things administrative! Please, if you have any problems or questions just drop me an email or give me a call, we are here to help...

(<https://doctorfitz.wordpress.com/2013/10/20/engaging-junior-doctors-in-management-and-leadership-the-role-of-the-employing-trust/>)

The inspiration

I am sure you are keen to know what the rota will be; it is drafted now and we will send it out in two weeks' time, six weeks before you start the job. We like to be as flexible as possible to make things easier for you, so if you have a couple of important dates that you would really like off we will try to accommodate this for you. Please email me 2-3 days or weekends you would prefer off and once we have everyone's preferences in we will do our best to make this possible.

I have attached a timetable for induction for your information. If you are on night shifts at another hospital the night before you are allowed to be absent and we will share links to the videos of the presentations for you to watch.

We have tried to minimise mandatory training as much as possible. We have therefore contacted your old trust to show us your certificates for data protection, child protection, fire training, manual handling, blood transfusion, documentation, communication skills and incident reporting and if these are valid you will not have to retake these.

The inspiration

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The inspiration

Jane stared at the missive with her jaw hanging open. She had never received such a lovely email from HR at her current hospital. Already she could feel the stress lifting from her shoulders. She wrote a quick email back thanking A.J. and asking if she could have the weekend of her wedding off and if she could have the weekend of her father's 60th birthday off too. She had a reply from A.J. the next morning congratulating her on her engagement and asking whether she was planning on having a honeymoon straight away as he could pencil in her annual leave for the two weeks after the wedding as well if she wanted. She had no idea how worried she had been about the wedding until now; it felt like an invisible weight had been lifted from her and she walked to work that day with a smile on her face that not even the rain could dampen.

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The inspiration

More surprising still was the email she received from her future educational supervisor a few weeks before starting. He wanted to know what her career plans were, what she wanted to get out of her rotations in the next year and what quality improvement and management experience she had so far. She told him her hopes of becoming a paediatrician and her worries that she did not have much experience in QI or in management. He emailed her back and suggested that she contact one of the registrars who was working on a project to improve prescribing and reduce drug errors on the paediatric ward. He also asked if she wanted to join one of the hospital committees as the trainee representative as a way to improve her knowledge of management. One of the two trainee posts on the Medicines Management Board would be vacant from August and he would help make sure she had time out of her day to attend their meetings once every 2 months.

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The inspiration

With so little mandatory training on the induction day the afternoon was spent in departmental induction. They met the consultant in charge of the department as well as the manager of the paediatric division. They were then shown how the team worked by one of the registrars and given the paediatric department handbook which gave all the hints, tips and phone numbers that she would need for the job.

When Jane walked back to the accommodation that night with some of other new doctors, all they could talk about was how crazily nice this hospital was! They were all so enthused by the positive talks they had had that morning and were already planning projects to work on whilst they were working together in paedics. It all felt so much less daunting than she had expected and she was so grateful to her new trust that the induction process had been so painless and that her wedding and Dad's birthday were sorted. She really did feel part of the team, even after just a day.

<https://doctorfitz.wordpress.com/2013/10/20/engaging-junior-doctors-in-management-and-leadership-the-role-of-the-employing-trust/>

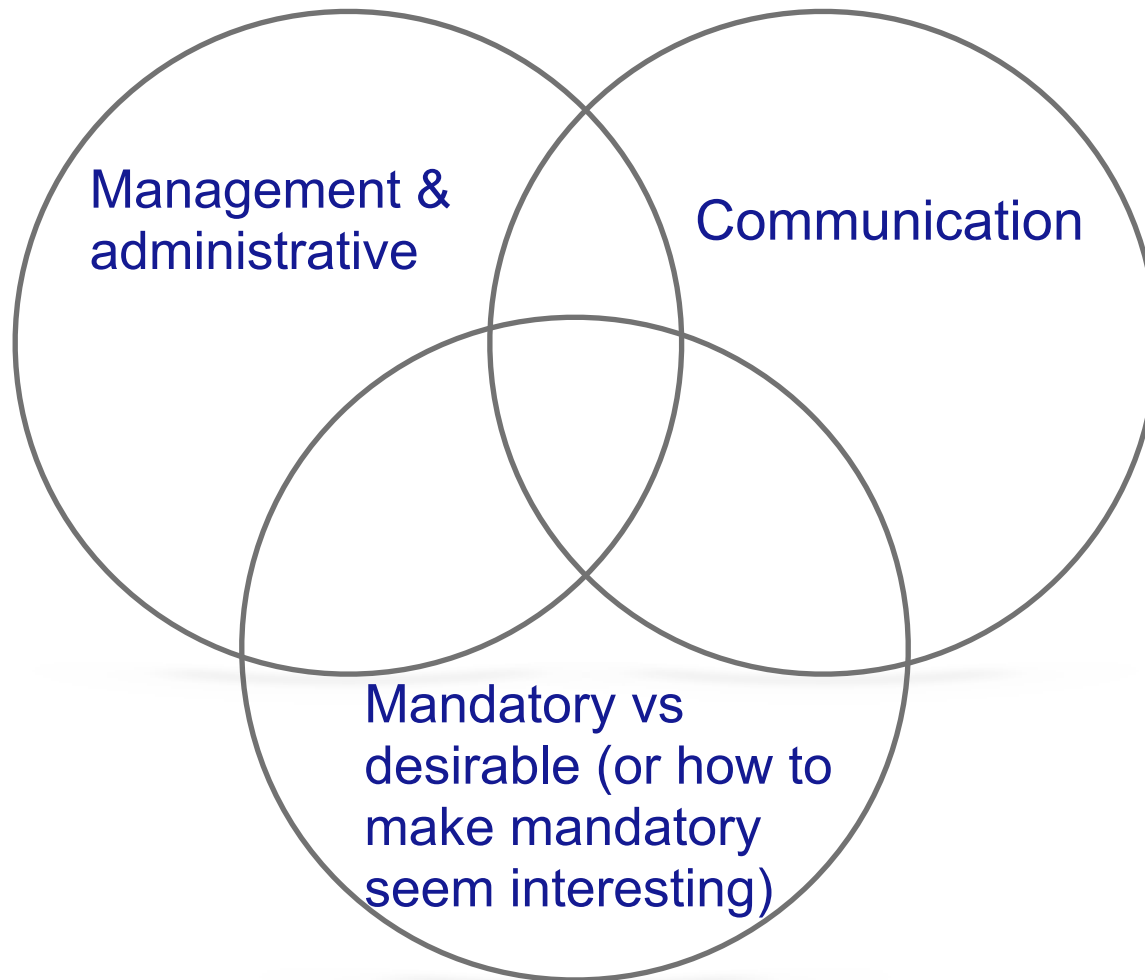
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Small-groups



Ideas

- Management & Administrative
 - * Culture
 - * Time
 - * Consultant delivered
 - * Cancel clinics
 - * Consultants cover ward

Ideas

- Communication
 - * Signposting
 - * Proactive communication
 - * Use of social media
 - * Home emails
 - * IT logins
 - * Welcome packs, job information guides etc

Ideas

- Mandatory vs desirable
 - * Core skills
 - * Trainee centred
 - * Self-care
 - * Online induction
 - * Education package

Monday 4th September 2017

Please aim to complete your EPR and Medchart online from home. The Medical Education team will provide you with login details prior to induction. If you fail to complete this training beforehand, you can go to York Road and use the facilities there.

If you have any problems please call Jenie Smith on 020 7188 7188 ext. 59165 or on 07769618449

If you are down for a Long Day shift during induction you must come back to the ward and work the remainder of your long day at the end of the induction sessions.

Time	Session	Speaker	Location
07.45-11.30hrs	Trust Induction Registration will take place at 07.45hrs	Medical Education	Seminar Rooms 162, Education Centre, 78-79 York Road, London SE1 7NL
11.30-12.30hrs	Medical HR	Medical HR	As above
Lunch 12.30-13.00hrs			
13.00-13.45hrs	Welcome to ELGH	Dr Caroline Reath and Geraint Lee, College Tutors	As above
13.45-14.00hrs	Education Opportunities and Agora app	Hilary Cass, Consultant and Agora	As above
14.00-14.45hrs	Blood Transfusion (mandatory)	Vanessa Fukes,	As above
Break 14.45-15.00hrs			
15.00-16.30hrs	Child Protection L3 Training (mandatory)	John Jackman, Paeds Consultant	As above
16.30-16.55	Major Incidents/PNP Teams	Victoria Felton, PNP Team	As above
16.55 - 17:00	Save the veins	Peter Gogalnickanu, Consultant	As above

Tuesday 6th September 2017

AM session is local induction for some specialities or please use this time to make sure that all online induction is completed. Also this is an opportunity to meet educational supervisors.

Local Area	Time	Consultant	Location
Neurology	Tues - Free time until 13.00hrs Wed - Your local induction will be all day	Tues - Either complete your e-learning or contact your Frd Sup Wed - Geraint Lee	Geraint will be in touch regarding local induction schedule.
Neurology Neurodisability	Tues - 09.00-11.30hrs Wed - 14.00-17.00hrs	Tues - Rahul Singh	Tues - South Wing Lecture Theatre, South Wing, St Thomas's Hospital Wed - Ward, Evelina
General Paediatrics	Tues - Free time until 13.00hrs Wed - 14.00-17.00hrs	Tues - Either complete your e-learning or contact your Frd Sup Wed - Ajanta Kamal	Tues and Wed - Mountain Ward, Evelina
General Paediatrics - PID	Tues - 09.45-12.15hrs Wed - 14.00-17.00hrs	Tues - (Jennifer Handforth) Check who is here. Wed - Ajanta Kamal, Consultant	Tues - Liverpool Street Room, L4, Becket House, Westminster Bridge Rd, SE1 7UL Wed - Mountain Ward, Evelina
General Paediatrics - Respiratory	Tues - 09.30-12.00hrs Wed - 14.00-17.00hrs	Tues - Simona Turcu, Consultant (07950636801) Wed - Go to ward	Tues and Wed - Snow Leopard, St Thomas, South wing Level 2
Community Paediatrics	Tues - 09.00-12.00hrs Wed - 14.00-17.00hrs	Tues - Max Davis, Consultant Wed - Ajanta Kamal, Consultant	Tues - Mary Sheridan Centre, 5 Duped Way London, SE11 4TH Wed - Mountain Ward, Evelina, Level 2
Paediatric Emergency Department	Tues - Free time until 13.00hrs Wed - 14.00-17.00hrs	Daniela Hall, Consultant	Wed - Paed Emergency Department Seminar room, St Thomas's
Paediatric General Surgery	Tues - To take place after ward rounds	Surgical Registrar	Mountain Ward, L5, Evelina
Allergy	Tues - 09.00-12.00hrs Wed - 14.00-17.00hrs	Kate Sussan, Consultant	Tues and Wed - Clinic
Nephrology	Tues - 09.00-12.00hrs Wed - 14.00-17.00hrs	Helen Jones, Consultant	Tues and Wed - Beach Ward, Evelina
Cardiology	Tues - 09.00-12.00hrs Wed - 14.00-17.00hrs	Consultant Cardiologist	Tues - Cardiology unit, Savannah Ward, Evelina Building Wed - MDW, Newham

12.30-17.30hrs	Mandatory practical training sessions: Paediatric Tracheostomy, Doffin and Resus training (SAIL CENTRE) <i>(Written instructions will be distributed on Monday 4th of September)</i> Resus officer
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Paediatrics Induction

Wednesday 6th September 2017

Time	Session	Speaker	Location
08.30-09.00hrs	Quality Improvement	Alice Rouché	Seminar Rooms 152, Education Centre, 75-79 York Road, London, SE1 7NJ
09.00-09.15hrs	Infection Control	Nail Wigglesworth Shona Perkins	As above
09.15-09.45hrs	Clinical Governance	Angela Costa, Clinical Governance Facilitator	As above
09.45-10.30hrs	Clinical Documentation, Patient Discharge Summaries and Outpatient Communication – Coding	Luke Roberts	As above
Break 10.30-10.45hrs			
10.45-12.15hrs	Paediatric Prescribing talk	William Thornhill or Steve Tomlin	As above
12.15-12.30hrs	Hospital at Home	Both Abraham or Sam Conard	As above
12.50-12.45hrs	Intro to Paeds A&E	Danielle Hall, ED team	As above
12.45-13.00hrs	Intro to H&G & Robs	PNPs and Agnese Kemel Consultant	As above
Lunch 13.00-14.00hrs			

Local Induction / Work 14.00-17.00hrs For general paed and general surgery trainees, local induction will start with an introduction to surgery talk by Mr Felton in the Central Hall/Piano area. Trainees from other areas should attend ward area for ongoing local induction or clinical area to continue work as appropriate. If you are down for a long day shift you must come back to the ward and work the remainder of your long day.			
17.00-18.00	Rounded with a sleep	Mike Farquhar	Central Hall/Piano area
Welcome evening with wine and refreshments 18.00hrs, Central Hall (piano area), St Thomas's Hospital This is a chance to meet your colleagues, consultants, PNP's, AHPs and management team for drinks informally before you start your role. See you there!			

Subject: RE: Neurology Junior Doctors_September_2017

Dear All,

Looking forward you meet you all.

There is a change in the Induction Programme and now we have speciality inductions on two days (Tuesday and Wednesday) instead of just one day.

Tuesday 5th September, 08:30-11:30

Venue: Tuesday 08:30-11:00, Seminar Room 2, York Road

1. General Introduction from Metabolic and Neurology teams
2. Fun time with MCQs
3. Some Common Neurological problems
4. Neonatal and fetal neurology
5. Wander on Southbank and Neurology Ward Tour along with demonstration non-invasive ICP monitoring.
6. LP training

Wednesday 6th September 2:00pm -5pm

VENUE: LONDON BRIDGE ROOM, BECKET HOUSE, FOURTH FLOOR

2:00- 2:30	Ward matters	Andrea Swan/ Veronica Govender
2:30- 3:15	Therapist (SALT/OT/PT)	Lesley Baker/ Sarah Neilson/Jemima/Felicity
3:15pm- 16:00	GCP matters	Kate Blackstone/Martin
16:00-17:00	Specific specialities (specific mention of studies/protocols/trials)	
	<ul style="list-style-type: none">- Research/ Inflammatory Brain Disorders (ML)- Stroke Services (AG)- Complex motor disorder (Margaret/JF)- Epilepsy, Ketogenic diet (Ruth Williams)- Neuromuscular (VG)	

Fifteen-minute consultation: problems in the healthy paediatrician—managing the effects of shift work on your health

Michael Farquhar

Correspondence to
Dr Michael Farquhar,
Department of Children's Sleep
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Children's Hospital, Guy's and St
Thomas' NHS Foundation Trust,
London SE1 7EH, UK; Michael.
Farquhar@gstt.nhs.uk @
DrMikeFarquhar

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"You're not healthy unless your sleep is healthy"
Professor William Dement, Stanford
University, one of the founders of
modern sleep medicine

ABSTRACT

Sleep is fundamental to good health. Healthcare professionals receive little teaching on the importance of sleep, particularly with respect to their own health when working night shifts. Knowledge of basic sleep physiology, together with simple strategies to improve core sleep and the ability to cope with working nights, can result in significant improvements both for healthcare professionals and for the patients they care for.

INTRODUCTION

Sleep is an essential active process.

We spend about a third of our lives asleep. We cannot survive without sleep. Getting enough good quality sleep underpins every aspect of physical and mental health. Sleep deprivation rapidly takes its toll on even the healthiest and most robust of people and can lead to an inability to function effectively.

Moderate sleep deprivation—equivalent to being awake for 16–18 hours—can have the same effect on reaction time as being at the legal blood alcohol limit for safe driving.

Up to 20% of road traffic accidents are thought to be fatigue related, and are significantly more likely to lead to serious harm or death.¹

Symptoms related to poor sleep are common, particularly in healthcare professionals.

Sleep quality can be affected by other health issues, including mental health

factors (eg, stress, depression), physical health factors (eg, pain) or common illnesses (eg, asthma, eczema). A primary sleep disorder (eg, obstructive sleep apnoea, restless legs syndrome, narcolepsy) may also be present. Difficulties with sleep, including problems with getting to sleep and maintaining sleep, are a common reason for adults to present to their general practitioner.

Significant sleep disruption increases risks of cardiovascular disease, diabetes and obesity, reduces the effectiveness of the immune system² and impacts cognitive function and emotional regulation.

Despite this, most healthcare professionals receive very little education about sleep, and the importance of sleep to health.³

Thinking about healthy sleep is especially relevant for healthcare professionals, who often work shift patterns to provide essential and emergency healthcare 24 hours a day, 7 days a week, 365 days a year. Regularly working both night shifts and long daytime shifts will impact sleep routines and make achieving good quality sleep more challenging.

The 'hero' attitude, that patient care is always more important than appropriate self-care, is well intentioned but misguided. It is absolutely paramount that this is understood by all staff and consistently reinforced by senior clinicians and managers.

NATURAL SLEEP RHYTHMS

We function on a natural cycle of wake and sleep. Our brains and bodies are evolved to primarily be awake by day and asleep by night.

Natural cycling of wake and sleep, circadian rhythm, is regulated by the



To cite: Farquhar M. Arch Dis Child Educ Pract Ed 2017;102:127–132.

BMJ

Farquhar M. Arch Dis Child Educ Pract Ed 2017;102:127–132. doi:10.1136/archdischild-2016-312119

RCPCH 127

<http://www.evelinalondon.nhs.uk/resources/health-professionals/20160713-sleep-for-your-own-health-dr-farquhar.pdf>

Conclusion

- First impressions count
- Management engagement
- Communication
- Cutting the chafe
- Doesn't end in 1st week of September or March
- Seek feedback

<http://www.gmc-uk.org/education/27727.asp>