Review of Day 1
Dr Maria Lynch MBBS MA MRCP FRCEM
Director of Medical Education Isle of Wight
Consultant in Emergency Medicine
Review of the year

Differential attainment
Unconscious Bias
IMG Development
Kintsugi bowls
Yoga Flexibility in training
Family
Holiday in Peru
Roasted Guinea Pigs
Review of the Year

- NHS Long term Plan
- NHS People Plan
- NHS Pensions shake up
- HEE regional footprint change
- Excellence by Design
- Re-writing Curriculum
- The Dollar Tree
Review of the Year

- Support
- Justice League
- Global Health WAST
- Priority Foundation Programmes
- The Future doctor
- Shame, Rudeness Behaviours
- Time to contemplate
We learnt:

- Virtual Reality approach to learning with virtual teaching material
- McNamara Fallacy
- MERP
- Old style feedback 'You're as much use as a second hand condom'

Enhancing Supervision

- Importance of supervision
- Defining roles and responsibilities
- Educational Supervisor
- Clinical Supervisor
- Workplace based assessments
- Multi-professional learning environment
The quality of the relationship between supervisor and trainee is probably the single most important factor for effective supervision

Enhancing Supervision

- Never too busy to learn
- Approachability
- Accessibility
- Correlation between good quality supervision and Overall satisfaction
The role of the Educational Supervisor is to encourage their trainee to be the best that they can be.

Defining Quality of Supervision

**Good Supervision**
- Approachable
- Facilitate learning
- Knowledgeable
- Models good practice
- Adapts to trainees needs
- Inclusive & aware of bias
- Continually up to date
- Pastoral care

**Ineffective Supervision**
- Inaccessible
- Unclear escalation
- Poor teamwork
- Inappropriate delegation
- Poor communication
- Unfair expectations
- Belittling behaviours
- Undermining
Results of Improving Supervision

- Better professional well-being
- Recruitment and Retention
- Compassionate care
- Improved patient safety
Shame is a soul eating emotion.

C.G. Jung
Standing in a puddle of self-mortification

Shame and the Medical Identity

- Primitive
- Powerful
- Potential to cause harm
- Impact of clinical errors
- Mental Health
- Addictions
Shame

- Shame is soiling of the identity
- Not reaching a line an expectation a standard
- Feelings of Inadequacy
- Research by Bynum
- TED talks by Brown

Shame and Professional Medical Identity

- Respect - Now much less
- Responsibility – Now much greater than before
- Autonomy – Significantly reduced
Shame, guilt and the medical practitioner

Kirsten Chappell and Wai Francklin

Abstract

Shame and guilt are complex and interwoven emotions in medicine. This article explores the meaning and management of these emotions for doctors, and the implications for medical education and clinical practice.

Shame and guilt are often seen as moral emotions, but they also have significant effects on decision-making and health outcomes for patients. The history of the physician's role is one of shame and guilt, with the social construction of the medical profession in the context of the Enlightenment. The shame and guilt associated with medical errors have been associated with the development of medical education and the concept of the physician as a moral agent.

Shame is a feeling of being wrong or inferior. It is a feeling of embarrassment or remorse that arises when one feels that one has done something wrong or inadequate. Guilt, on the other hand, is a feeling of remorse or regret for doing something wrong. Both emotions are closely related and can coexist.

Shame and guilt can have significant effects on medical practice. They can lead to a sense of inadequacy, a fear of being judged, and a reluctance to disclose errors. Furthermore, the perception of shame and guilt can influence the way physicians handle patients, and can lead to a decrease in honesty and transparency.

Addressing shame in medical professional identity: Is there such a thing as a good enough doctor?

The author addresses the role of shame in medical education and practice. The author argues that shame is an important aspect of medical professional identity, and that it is essential for medical students and doctors to understand how to manage and address their feelings of shame.

Shame is a complex emotion that can have significant effects on medical practice. It is important for medical educators and practitioners to understand how to address and manage these feelings, in order to improve patient care and overall medical practice.
Shame – How to help

- Share your own vulnerabilities
- Encourage a 'Growth mindset'
- Avoid teaching by humiliation
- Be curious about trainees and colleagues
- Celebrate diverse ideas
- Recognise risk of outsider status
Improving Quality of the Educational Supervisors Reports

- Personal Details
- Posts and dates
- Personal Development plan
- Curriculum Competencies
- Workplace based assessments
- Overview of Clinical Supervisors reports
- Comment on Multi-source feedback
**Improvement of Quality of Educational Supervisors Reports**

- It’s all about feedback
- Authenticity
- Detail
- Be curious about your trainee

**Improving Quality of Educational Supervisors Reports**

- Summary of Clinical skills and procedures
- Details of Audit
- Details of Quality Improvement projects
- Write about research experience/ publications
- Attendance at Educational events
- Teaching sessions delivered with feedback
- Management skills
- Leadership experience
Improving Quality of Educational Supervisors Reports

- Clinical Incidents
- SiIRIs
- Complaints
- Honesty & Probity
- Health
- Overall progress

Differential Attainment and IMG Fellow Feedback

- The gap between attainment levels of different Groups of doctors
- Wessex Deanery is successfully actively addressing DA
- Differentials due to ability are expected and appropriate
Demographic Changes

- UK White 71% 2018  64% 2019
- UK BAME 17% 2018  19% 2019
- EEA 4% 2018   5% 2019
- IMG 8% 2018    12% 2019
- Measurable improvement over past year

Support Educators and Trainees

- Induction and Feedback
- Trainees and Educators share their experiences
- HEE South Workshops
- Appointed Fellows
- DA in AD Portfolio
- Unconscious bias workshops
Leadership – Leading the Multi-Agency Response

- Maintaining Stability
- Seen in action and use the team
- Seek expert help
- Maintain overview
- Support teams
- Stay true to your values
There is a crack in everything. That is how the light gets in

Thank you