178 days and counting...

European Working Time Directive Conference
3 February 2009 • The Ark Conference Centre, Basingstoke, Hampshire
178 DAYS AND COUNTING...

This one-day conference will discuss the implications for Trusts of the European Working Time Directive (EWTD), and the impact of moving to a 48 hour week for postgraduate medical education and training. It will be an opportunity to share best practice and to explore innovative approaches to education and training.

The EWTD is just 178 days away. Based on the latest research, and using case studies from those who have already achieved EWTD compliance, this conference explores the key enablers to meeting the requirements of a 48 hour working week. We will hear from those who have been successful, the processes they found most valuable, and their views on how to avoid the potential pitfalls. In addition, we will be exploring innovative learning interventions for providing education and training in a shorter working week.

THE FORMAT

We have an exciting line-up of speakers and a range of session formats including keynotes, seminars, interactive workshops and Q&A sessions.

Who will be attending?

Key decision makers from across South Central SHA who need to know the implications of the EWTD for service, education and training including:

- Clinical Tutors
- Directors of Medical Education
- Directors of Nursing
- EWTD Leads
- Education Supervisors
- Heads of School
- HR Directors
- Medical Directors
- Training Programme Directors
**Key Speakers**

**Dr Michael Bannon** is a paediatrician with a keen interest in community child health. He has held several consultant posts in England during his career, most recently in London, where he combined his professional clinical duties with the role of Associate Postgraduate Dean. Now, as Dean of Oxford PGMDE, he continues to champion multi-professional education, research into Educational Interventions and Clinical Governance. A former BPA tutor and senior lecturer, he is also an associate editor for Archives of Diseases in Childhood, published by the BMJ.

**Jacky Beaumont** is a qualified HR professional with an MA in Management Learning and over 25 years experience in the NHS in Senior HR Management and Workforce Consultancy. This experience includes working at Strategic Health Authority and Acute and Teaching Hospital levels, plus contributing to national and regional projects. Jacky has a strong track record in project management, strategic planning, managing organisational change, operational management and policy development, particularly in relation to issues and challenges associated with the medical workforce and nursing and midwifery workforce. Jacky is currently a Senior Workforce Consultant with leadership responsibility for the Programmes team at the East of England Strategic Health Authority, involved in delivering a number of projects associated with the National Working Time Directive 2009 Project.

**Professor Fiona Patterson** is a leading expert in the field of organisational behaviour and assessment. She is currently the Director of the Organisational Psychology Research Team at City University, London. Previously she was Director for post-graduate programmes in the Institute of Work Psychology, University of Sheffield, and held the same position at the University of Nottingham. She has published widely in international journals, especially in relation to innovation and change in organisations. Fiona has also worked at a strategic level with a variety of FTSE 100 organisations. She was Head of Organisational Psychology at The Boots Company and an internal consultant at Ford Motor Company Limited (Global). She was appointed academic advisor to the Department of Trade and Industry in 2000, and through the Work Psychology Group (a consulting Practice), she advises several Royal Colleges in the UK, the Department of Health and Scottish Government on education, assessment issues and psychometrics.
David Radbourne is currently Director of Organisational and Service Development at Milton Keynes Hospital NHS Foundation Trust, having initially joined the NHS in 1995 as a National General Management Trainee.

Since 1995 his NHS pathway has encompassed general management of emergency and planned services, and planning and commissioning of acute, community and specialist services. He has been involved in development of performance management and policy for emergency and elective access for London, and development and improvement of national and local services. He has also served as a policy advisor to the New Zealand Ministry of Health. Prior to taking up his directorship at Milton Keynes in 2005, he was the Associate Director for Service Improvement at South West London Strategic Health Authority.

The academic foundation for his career with the NHS includes an Honours Degree in International Relations and a Post Graduate Diploma in Health Service Management.

Andrew Rowland studied at Nottingham before starting his training with Capsticks Solicitors in September 1996. He qualified into the Employment department in September 1998 and became a partner in July 2004.

Andrew regularly appears on behalf of clients in the Employment Tribunal and Employment Appeal Tribunal. He specializes in discrimination claims and victimization claims, representing clients in complex and high-profile cases. He has also worked with a large number of organisations to draft and implement procedures for dealing with bullying and harassment. He is experienced in advising clients on the specific disciplinary/ performance procedures relating to doctors and has handled a high number of High Court cases arising out of such disputes. He provides regular training to managers and HR professionals on how to conduct investigations under such formal procedures.

Andrew also advises on non-contentious matters, particularly large-scale reorganisations and redundancies.
09 30 Welcome and overview of the EWTD
   Michael Bannon, Postgraduate Dean Oxford PGMDE and previously Lead Dean for EWTD (COPMeD)
   Based on the findings of a recent research project which he led on the EWTD, Michael will describe the real and perceived impact of the EWTD on postgraduate medical training, the implications for patient safety & trainee welfare, and the importance of safeguarding training.
   The session will also explore innovative ways of training within a 48 hour working week including the use of multi specialty/multi disciplinary team working, on the job training, blended learning and the use of simulators.

10 00 EWTD and the Working Time Regulations 1998
   Andrew Rowland, Partner, Capsticks Solicitors
   This session will look at the background to the EWTD and the Working Time Regulations 1998. Andrew will discuss why the legislation was introduced, how it has developed and the current legal position. He will set out the potential legal liabilities for those organisations that fail to implement the rules in a timely and effective manner and discuss why it is important to understand and apply these regulations.

10 35 Q+A session

10 45 Coffee

11 15 Training and skill acquisition in the context of EWTD
   Keynote address: Professor Fiona Patterson, Director of the Organisational Psychology Research Team, City University London, David Radbourne, Director of Organisational and Service Development, Milton Keynes Hospital NHS Foundation Trust and David Bailey, Associate Dean (Oxford) Secondary Care Specialties.
   Drawing on the latest research into skill acquisition, knowledge and learning, this keynote address will look at the complexities of modern postgraduate medical training from the context of work design and explore how to maximise individual learning and training within the framework of the EWTD.

11 45 Q+A

12 00 Showcase: Milton Keynes Hospital
   David Radbourne, Director of Organisational and Service Development, Milton Keynes Hospital NHS Foundation Trust
   This very practical case study will show how Milton Keynes achieved the requirements of the EWTD 12 months early. We will explore the issues surrounding the introduction of the EWTD from a management perspective, what processes have worked for Milton Keynes and their planned changes and why merely planning the changes is not sufficient.

12 30 Q+A

12 45 Question Time
   Lois Whittaker, Director of NESC, facilitator for Question Time
   Joined by Michael Bannon, Postgraduate Dean Oxford PGMDE, Andrew Rowland, Partner, Capsticks Solicitors, Fiona Patterson, Director of the Organisational Psychology Research Team, City University London, David Radbourne, Director of Organisational and Service Development, Milton Keynes Hospital NHS Foundation Trust and David Bailey, Associate Dean (Oxford) Secondary Care Specialties.

13 15 Lunch

14 30 Seminars
   Delegates will be asked to select from one of the following seminars:

   ■ Seminar 1
   Blended learning
   From the School of PGMDE, Cardiff University:
   Dr Peter Donnelley, Associate Dean for E-Learning,
   Mr Paul Kirk, E-Learning Development Manager,
   Mr Joel Benson, Electronic Resources Officer
   This interactive workshop will enable participants to identify and explore the challenges posed by a shorter working week. Using case studies and practical examples, this workshop will discuss how a blended learning approach can enable trainees to learn effectively.

   ■ Seminar 2
   IT solutions to support EWTD compliance
   From NHS North West EWTD Workforce Development Team:
   Dr Jennifer Harrop, Dr Howard Sunderland
   NHS North West has implemented a number of IT solutions to support the introduction of the EWTD. This practical session will discuss what worked and why, with some practical demonstrations of Computers on Wheels, Vocera, digital dictation, H&N bleep and remote radiology reporting.

   ■ Seminar 3
   Simulation training
   Gary Smith, Director TEAMS Centre, Portsmouth Hospitals NHS Trust
   In order to manage the consequences of the reduction in the number of working hours in August 2009, we need to find more creative ways of ensuring that trainees receive the right training to be competent in their roles. This session will explore how simulation can be integrated into training to improve clinical skills.

15 45 Tea

16 00 10 Key Enablers for EWTD compliance
   Jacky Beaumont, Senior Workforce Consultant NHS East of England
   Drawing upon experience of working with over 60 Trusts in the NHS, this session will discuss the 10 key enablers to ensuring EWTD compliance is sustainable for doctors in training.

16 45 Round up of the day:
   Michael Bannon, Postgraduate Dean Oxford PGMDE

17 00 Close
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