Welcome to Wessex
a great place to train
The area we cover

Wiltshire
Berkshire
Hampshire
Isle of Wight
Dorset
Wessex Deanery HQ
Salisbury
Winchester
Southampton
Portsmouth
Basingstoke
Newport
Poole
Bournemouth
Dorchester
Jersey
St Helier
Welcome to Wessex

Welcome to the Wessex Deanery prospectus which sets out the range of training and education opportunities available within Wessex.

Our aim is to ensure that our trainees, and our trainers, are competent and confident in their roles and ready to deliver the very best clinical and individual care to patients. Our approach is that learning is a continuum and that a multi-professional, team-based approach provides a rich learning experience, whatever the stage of your career and whether you work in primary or secondary care.

Our programmes are developed to ensure that they meet both the quality standards of the Royal Colleges, the high expectations of local employers, and the ambitions of our trainees. They are supportive and challenging to ensure the development of our future medical workforce.

To ensure that all our education and training is of the very highest quality we continually invest in developing the skills of our educational supervisors and provide opportunities for academic and other fellowships.

I wish you every success in your medical career and hope you avail yourself of the learning opportunities, available to you in Wessex.

Very best wishes

Dr Simon Plint - Postgraduate Dean

General Medical Council survey results

Wessex enjoyed a 95.7% response rate to the 2012 GMC National Trainee Survey – the highest since the survey began four years ago.

In 2011, Wessex was ranked first in England for “Overall Satisfaction” for “GP in a Practice” in the GMC’s national trainee satisfaction survey.

In 2012 we have ranked in the top four deaneries nationally for “handover”, “adequate experience” and “educational supervision”.

The GMC told us it was “pleased with the progress that the deanery was making”, described us as “pro-active” and highlighted that “Educational Supervisor training was …… good practice”. The last national GMC Trainer Survey results have supported this with consistently positive outliers over the last three years (2009-2011) for “structure and process” and “feedback” and for the last two years on “workplace-based assessments”.

Welcome
The years you spend in postgraduate medical or dental education are a big investment of your time. You want to be sure you get the training and support you are looking for and have some fun too. So it makes sense to choose Wessex Deanery with its commitment to delivering high quality training, education and support in a location that has lots to offer to help you relax and develop a healthy work-life balance.

Not only does the Wessex area have great beaches and locations including the New Forest, you will find that London is within reach, while nearby airports and ferry terminals add to your travel options. Factor in an average annual temperature that’s higher than the UK average and you may begin to appreciate why many trainees who train here choose to stay on.

This is certainly an historic area, but it is far from stuffy. With five universities there’s plenty of entertainment going on across the patch. So whether your taste is for getting out on the water, cycling or running, or hitting the shops, clubs, music festivals, you can indulge it here.

For those considering an academic route there are a number of options for programmes from Oncology to Child Health. These are mainly based in University Hospital Southampton NHS Foundation Trust.

All this makes the Wessex Foundation School an excellent location to take the step from medical student to doctor and our record shows Wessex Foundation Doctors perform well and have a high success rate in applying for their chosen future training.

We feel proud of our reputation for providing, high standard, stimulating, diverse, and well supported foundation programmes for all our foundation doctors.

**Head of Wessex Foundation School** – Dr Mike Masding

**Foundation Programme Manager** – Mrs Amelia Isaac

www.wessexdeanery.nhs.uk/foundation_school/foundation_school.aspx
I have had a fantastic year working as FY1 on the Isle of Wight. There was some nervousness as well as uncertainty when I first started the job; this period was short lived as the support I received from staff and colleagues was very encouraging. Overall, this year has been a fantastic learning experience and I would therefore certainly consider working here again.

Dr Karim Wahed

I am thoroughly enjoying my foundation training in Wessex. The teaching has been incredible. I hope this will serve me well in a career in anaesthetics. The Wessex region offers some stunning countryside with plenty to do, I have learnt to fly at Bournemouth Airport and now hold a private pilot’s license.

Dr Robert Wiltshire

Wessex offers varied and wholesome foundation training. My 2 years in Basingstoke has allowed me the opportunity to explore and develop my interest in ENT surgery. This combined with the support provided by my seniors enabled me the opportunity to present my audits at two national conferences and secure a core surgical training job.

Dr Ananth Vijendren

Your time as a Foundation Doctor is challenging and it is essential that you work in a place that is supportive and welcoming. I have worked with many consultants and nurses in many different specialties during my time here and all are unfailingly approachable. Out of work one is truly spoilt for choice whether it is beach volleyball or walking in the New Forest at weekends.

Dr Rory Honney

Wessex Careers

Wessex Deanery recognises that supporting trainees throughout their training is essential for providing the NHS with the right workforce for the future. We offer free career planning help in the Foundation years and career management support throughout training, via a network of locally based Career Leads and a Deanery Career Lead. If a trainee hits a rough patch, the Deanery’s Professional Support Team is on hand to help them through any difficulties and reach their potential.

Every summer International Medical Graduates [IMGs] about to join the Deanery are welcomed on a two-day course to help them settle into their NHS post. Held at St Mary’s Hospital on the Isle of Wight the course ranges from sessions on terms and conditions & contracts, assessments, CVs & portfolios, career choices, interview preparation and interview practice.
Career support and information may be accessed from:

www.foundationprogramme.nhs.uk – applicant’s guide
www.medicalcareers.nhs.uk – interactive information, competition ratios, career planning tools
www.medicalcareers.nhs.uk/career_planning/career_exploration/medical_careers_events_calend.aspx - details of national and local careers events
www.wessexdeanery.nhs.uk/careers_support.aspx
www.mmc.nhs.uk – supports doctors who are applying for specialty training posts
www.support4doctors.org – careers issues and maintaining a work life balance and medical & physical health
www.cfwi.org.uk – Centre for Workforce Intelligence – changes to specialty numbers, competition ratios

Medical students in years 3 and 4 are encouraged to use the Sci59 interactive career toolkit available from your university and some trusts. This will show how your aptitudes match with different medical careers. Useful self-assessment exercises are available on NHS medical careers.

How and when to apply

For Foundation Programme and Academic Foundation Programme, applicants should go to www.foundationprogramme.nhs.uk for the applicant’s guide and further information regarding the recruitment process.

For core, specialty and academic training applicants should go to www.mmc.nhs.uk, Royal College, Academic or Faculty websites for up to date information.

For full details of the recruitment process including applicant’s guide and timetable visit www.wessexdeanery.nhs.uk

Hints and Tips:

Forward planning and preparation are the keys to success:

For the recruitment process and timetable for Academic Foundation Programmes and Foundation Programmes, please see The Foundation Programme website for full details: www.foundationprogramme.nhs.uk

For the application process and timetable for Specialty Academic Training, Core / Entry Level Training and Higher Specialty Training please see our website for full details: www.wessexdeanery.nhs.uk

When making a decision about applying to Wessex:

Review www.wessexdeanery.nhs.uk
Review individual Trust websites.
Discuss your career intentions with your educational supervisor and referees.

Speak to a trainee already working in the specialty and area you are interested in applying to.

Making your application:

Read the relevant applicant’s guide carefully.

Register in good time and do not leave submission of your application until the last minute.

Draft in word and cut and paste into your application form. The application form has no spell checking facilities.

Ensure that your answers provide evidence of fulfilment of the Person Specification assessed by the application form. Any statements you make must be backed up by portfolio evidence.

Ask a colleague, friend, educational supervisor, referee or other to critique your application form before submission and keep a copy.

Interview skills:

Prepare as you would for an examination.

Review the websites for further hints and tips in advance of your interview or attendance at the GP Assessment Centre.

Read your CV, application form, portfolio and any relevant information before your interview.

Speak to successful trainees from the previous rounds of interviews about their interview experiences.

Some of our Trusts offer interview skill workshops for Foundation trainees – speak to the education centre for details and to see if they provide a course.
**Wessex offers training in:**

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**Higher Specialty Training**

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Wessex Deanery has been very supportive of my application to train less than full time as a Core Surgical Trainee in the Deanery. It’s a lovely part of the country in which to bring up children and an ideal place to combine a professional career in medicine with bringing up young children. I am really pleased to have come to Wessex for my Core Surgical Training.

**Dr Caroline Boulind**  
CT1 Core Surgery

The Hospitals within Wessex Deanery have an excellent reputation for patient care, providing outstanding educational opportunities, and a supportive working environment for staff. I am inspired by the enthusiasm, passion and commitment I have seen in Consultants involved in my training.

**Dr Sonya Daniel**  
ST4 Anaesthetics
Spotlight on Psychiatry training in Wessex

Wessex Deanery covers several beautiful locations to train and live. The Deanery offers great support, teaching and gives us many opportunities to advance our career.

Dr Andrew Livingstone
CT2, Core Psychiatry

The Wessex Training scheme has not only provided excellent clinical training but actively encouraged and supported me to develop other important skills in areas such as management/leadership and research through its links with Southampton University.

Dr Charlotte Underwood,
ST6 Learning Disability Psychiatry

Why would I suggest you apply to Wessex? That’s Easy – Excellent training and Great opportunities! Throughout my training I have had supportive consultants guiding my training so that I have developed professionally and personally. I have further had the opportunity to pursue my interests in Medical Education and Patient Safety.

Dr Asif Bachlani,
General Adult Psychiatry ST6

A friendly place to train, where the Head of School and your Training Programme Director are on first name terms with higher trainees and take an interest in you as an individual. I would highly recommend higher training in Old Age Psychiatry. There are excellent opportunities to develop non-clinical skills through the Deanery medical education fellows or service improvement fellowships with flexible supervisors that encourage your participation if you wish.

Dr Vicki Osman-Hicks
ST5, Old Age Psychiatry
What our trainees say

‘Wessex is an innovative deanery offering world-class surgical training. There’s a great breadth of surgical specialities on offer enabling your experience to be tailored to you. Deanery courses (including free MRCS courses) are invaluable for both your surgical practice and your CV. To top it all off its one of the hottest & naturally blessed regions in the country meaning you can play just as hard as you work.’

**Dr James Donaldson**  
**CT1 Core Surgery**

‘I came to Wessex in 2007 on an Inter-Deanery transfer and I wish I had come here sooner! This is a friendly Deanery and the support you receive from supervisors and Deanery staff to help you build a strong portfolio as you progress through your training is fantastic. In particular, the in-house management skills training courses are of extremely high quality. Wessex has everything!’

**Dr Pippa Haywood**  
**SpR, Paediatrics**

‘Ophthalmic training in Wessex is of an extremely high standard providing excellent clinical experience and regular formal teaching. This is backed by a supportive deanery which has led the way in developing a subsidised leadership and professional development programme. It caters for all your training needs.’

**Mr Luke Clifford**  
**ST7, Ophthalmolgy**

The training I have received in the Wessex region so far has been of an excellent standard. It is well known in this area that people come to work in Wessex and enjoy it so much they remain here for the rest of their career. The hospitals are closer together than some other deaneries and we also benefit from a wide range of courses including the groundbreaking Wessex Professional Programme.

**Dr Emily Shaw,**  
**ST3 Histopathology**

Training in paediatrics in Wessex is an excellent choice. There are lots of great teams to work with around the region in the different paediatric departments. The School of Paediatrics is very supportive and there are many and varied opportunities for developing your career in the individual direction you want to take. I would highly recommend it!

**Dr Katrina Cathie,**  
**Paediatrics ST6**
Wessex offers academic posts at the following levels:

**Academic Foundation Programmes**
A four-month academic placement in FY2 with hands-on research available in Southampton and Salisbury. There are posts in Child Health, Surgical/Medical Oncology, Medicine – Human Development & Health, Medicine – Clinical & Experimental Sciences, Clinical Genetics, General Practice, Psychiatry and Clinical Science & Biomedical Engineering.

**Academic Clinical Fellowships (ACFs)**
During early specialist training, for those who have outstanding potential for development as a researcher and/or educationalist. The Fellowships provide part-funding for the basic salary (25%) to allow the clinician in training to set aside time to develop academic skills and to prepare and compete for a training fellowship to undertake a higher degree.

**Clinical Lectureships**
During late specialist training or soon after completing GP training. These are open to those with a higher degree, for example a PhD, MD or equivalent educational training.

Further information on all Academic posts offered within Wessex Deanery can be found on our website.
Situated on the outskirts of the town of Dorchester the hospital has 400 beds and serves around 210,000 people.

Trainees give us excellent feedback about their training here, particularly about the breadth of experience available at foundation level and we pride ourselves on the degree of support that they get from our friendly staff. We offer interesting foundation rotations with a good balance of medical, surgical, specialty and community posts. Unusually, we offer F1 and F2 posts in paediatrics, O&G, anaesthetics and palliative care, as well as the broad range of general experience. We also house a regional renal service and have been designated a trauma unit.

We have an award-winning Professionalism programme that is run in Bournemouth University for all our F2s, plus opportunities to be involved in audit and in the running of the hospital as well as excellent and broad surgical experiences in specialty training. We have very good success rates in specialty exams.

On the social side there is a hospital Christmas show for any thespians, annual go-karting competition, consultants vs trainees cricket match, mess balls twice a year, golfing society, annual football match vs porters, touch rugby, rock climbing and frequent mess parties.

Dorset Healthcare University NHS Foundation Trust

www.dorsethealthcare.nhs.uk

Dorset HealthCare University NHS Foundation Trust provides integrated mental health and specialist learning disability services, addictions services, community brain injury, community dental services and some primary care services. The Trust is a University Trust and is affiliated to Bournemouth University. It serves a population of almost 700,000 people across the county of Dorset. Most of the services are based in the local communities, in people’s homes or in local centres through locally based integrated health and social care teams and facilities. Specialist assessment and treatment centres are also provided at St Ann’s Hospital and other inpatient services. There are a range of training opportunities in General Adult, CAHMS, Old Age, Learning Disability, Forensic, Eating Disorders and Rehabilitation Psychiatry.
Hampshire Hospitals NHS Foundation Trust

- www.hampshirehospitals.nhs.uk

We are now one of the largest providers of health care in the area. Located in the centre of the Wessex region with excellent travel links to the rest of the region.

With the three thriving clinical sites of Basingstoke, Winchester and Andover we offer a wide range of training opportunities. We also host one of the regional hyper acute stoke units, primary cardiac angiography service, tertiary referral centres for colorectal surgery and hepatobiliary surgery and are a national centre for pseudo – myxoma surgery.

There are extensive, state of the art, simulation facilities and junior doctors mess including a gym and squash court.

Isle of Wight NHS Trust

- www.iow.nhs.uk

Isle of Wight NHS Trust is the only fully integrated health provider in England. Its 2,900 staff provide services spanning ambulance, hospital, community, mental health and prison healthcare. With a resident population of around 140,000 which almost doubles during the summer St. Mary's Hospital at Newport provides services associated with a typical DGH. Visiting mainland consultants provide additional services in some of the smaller specialties.

St Mary's Hospital in Newport, with 242 beds and 22,685 admissions each year, is our main base for acute services for the Island's population. Services include A&E, the Beacon Centre (providing walk-in access to GP services), Emergency medicine and surgery, planned surgery, intensive care, comprehensive maternity, NICU and paediatric services with 1,338 births last year.

Our community services include district nursing, health visiting, community nursing teams, a primary dental care service and orthotics, as well as inpatient rehabilitation and community post-acute stroke wards. Services are delivered in patient’s homes, in a range of primary and community settings and from St Mary's Hospital.

Our mental health services provide inpatient & community based mental health care. We have 50 beds and Community Mental Health Teams supporting a case load of 1,300 patients. Our portfolio also includes Specialist CAMHS, Tier 3 Drug and Alcohol Service, Early Intervention in Psychosis and Memory Service and intensive outreach service for residential and nursing care homes.

The Island’s ambulance service delivers all emergency and non-emergency ambulance transport including the Jumbulance for the Island’s population. With 21,712 emergency calls and 25,292 emergency vehicles despatched each year the service operates from a single base across the Island. The service is also responsible for transporting patients to mainland hospitals when required.

Our prison healthcare service includes nursing support, some outpatient services, substance misuse, podiatry, physiotherapy, sexual health and optometry delivered to a prison population of around 1,700. Access to diagnostics, inpatient and acute care such as planned elective procedures are delivered at St Mary's Hospital.
**Jersey General Hospital**

- [www.gov.je](http://www.gov.je)

Serving 100,000 people, Jersey is the largest of the Channel Islands.

Jersey General Hospital in St Helier has Foundation Year 1 and 2 training places and hosts the hospital component of some Wessex GP training posts. It provides excellent all round experience.

**Poole Hospital NHS Foundation Trust**

- [www.poole.nhs.uk](http://www.poole.nhs.uk)

Poole Hospital has a well deserved reputation for teaching and training junior doctors, with an ethos of helping trainees to develop their clinical judgement, giving appropriate responsibility within appropriate supervision, and supporting doctors throughout their training.

The Hospital has 580 beds and serves as the major emergency centre for East Dorset – 85% of inpatients are admitted as emergencies and the hospital provides services for medical, elderly, surgical and paediatric admissions, as well as managing all complex antenatal care in East Dorset. In 2009 a new laparoscopic theatre with multimedia facilities opened.

F1 doctors benefit from ensuite accommodation at the top of the main building, with spectacular views over Poole harbour.

**Portsmouth Hospital NHS Trust**

- [www.porthosp.nhs.uk](http://www.porthosp.nhs.uk)

State-of-the-art Queen Alexandra Hospital offers some of the best facilities in Europe, with 1,400 beds and 6,000 staff. It incorporates the largest Medical Defence Hospital Unit (MDHU) in the country and education is truly multi-professional in Portsmouth.

It is a busy acute hospital which is a strength when gaining experience as a junior doctor. The hospital has its own wellness centre with gym and indoor pool.

**The Royal Bournemouth & Christchurch Hospitals NHS Foundation Trust**

- [www.rbch.nhs.uk](http://www.rbch.nhs.uk)

Opened in 1992, RBCH is purpose built and close to main roads to the New Forest, Southampton, Salisbury, Winchester, Christchurch and Poole. The Trust caters for a population of over 550,000, with numbers rising considerably in the summer. The hospital has 590 beds and employs over 4500 staff in addition to about 450 doctors. The hospital provides highly specialised services in Cardiology as well as other medical specialties. The Trust offers highly supportive structure for all trainee doctors. We have implemented a highly successful peer buddying scheme for FY1 trainees.
Salisbury NHS Foundation Trust

Salisbury NHS Foundation Trust provides healthcare for some 200,000 people locally as well as providing specialist services such as burns, plastic surgery, cleft lip and palate, genetics and rehabilitation to a wider population of over 3 million.

Training opportunities include weekly protected core teaching, dedicated departmental teaching programmes, as well as bedside teaching for important reflective learning. The AIM course (Acute Illness Management) in F1 and AIMS course (Acute Intervention Medicine in Salisbury) in F2 offer multidisciplinary learning, whilst Hospital at Night (H@N) training is well supported at all levels. All Foundation doctors are provided with the opportunity to undertake an Advanced Life Support (ALS) course. Regular educational supervision sessions ensure all trainees are given the guidance and support they require in collaboration with their clinical supervisors.

F1 doctors are given the opportunity to get involved in the Healthcare Improvement Programme (HimP) which has led to national and international recognition for some trainees. Both F1 and F2 doctors are actively encouraged to undertake taster sessions to help with career decisions. These can be taken in either year and the Foundation team are happy to help organise these if necessary.

With a newly upgraded Simulation Suite, trainees will benefit from consultant led simulation scenario training. There are regular Trust wide clinical governance sessions and a monthly Hospital Round, to which all staff are invited.

Solent NHS Trust

Solent NHS Trust was established to support the Department of Health’s objective to:

“…create modern, innovative community and mental health services that have direct benefits for patients, are responsive to local need and promote seamless care through increased opportunities for integration of health and social care services.”

Solent is committed to delivering high quality, patient centred community and mental health services for people in Southampton, Portsmouth and parts of South Hampshire. We pride ourselves in ‘leading the way in local care’.
Southern Health NHS Foundation Trust

- www.southernhealth.nhs.uk

Southern Health NHS Foundation (SHFT) provides Specialist Mental Health Services, learning disability services, social care and community health care services across Hampshire. We provide training opportunities in all these areas.

Our aim is to improve the health, wellbeing and independence of every single person we care for by providing the best outcomes and the best patient experience in the most cost effective way.

SHFT is responsive to local needs and is working closely with Social Services and Primary Care Trusts (PCTs) to develop locally based Services. The Trust has a positive working relationship with the Southampton University Medical School and an active programme of Research and Development.

We offer a supportive training environment, giving trainees the opportunity to develop their clinical skills in a wide range of community and inpatient settings.
Fellowships in Wessex

Wessex Deanery offers a range of fellowship opportunities to enhance your learning / training experience. Some of these are outlined below:

Medical education
The Deanery has 21 Medical Education Fellows (MEFs) who play key roles in the organisation of educational events at Trust, specialty, Deanery and national level. MEFs may also choose to be a medical education associate tutor, part of the Tomorrow’s Teachers faculty, or belong to Deanery working groups. Many of them are undertaking, or have completed, a Certificate, Diploma or Masters in Medical Education, which is supported by the Deanery.

Clinical simulation fellows
At least six fellows are recruited for a year to develop simulation training focused on achieving high-quality safe care. This year fellows developed clinical simulation education packages to address the issues raised from serious untoward incidents, both regionally and nationally and address cost benefit analysis.

Improving Global Health
This project places individuals in rural areas in Cambodia and Tanzania, to support delivery of the millennium development goals for health. Participants from a variety of health care backgrounds develop leadership skills through the application of quality improvement methods under the mentorship of UK experts.

The scheme has three objectives

- to support the delivery of sustainable improvement in health and healthcare
- to provide a personal and leadership development experience
- to develop clinical leadership in the NHS

Post CCT Fellowships
GP Service Improvement and Leadership Fellowships
These posts are intended to support individuals and to develop their clinical and leadership skills in the first year after completing GP specialist training.

The fellowship offers a fantastic opportunity for any newly qualified GP to get involved in education, research and service improvement. During the year-long post fellows will do a certificate in medical education or leadership whilst also get involved in GP training. They will also run a service improvement project from start to finish in an area of medicine that interests them. They will be supported centrally by a GP educationalist and a research lead with further guidance and opportunities from their local patch Associate Dean. We hope that by the end of the year that their work will be published in journals and be presented at a conference.
Quality improvement fellows

All fellows are trained in quality improvement methods which are then used to develop a project in their employing organisation. Fellows receive ongoing support through an action learning set and mentor.

The QI Fellowship programme aims to improve patient care by developing the leaders of the future who will develop and lead a quality improvement project and in turn develop new knowledge and skills to enable them to become leaders of the future. Opportunities for learning will include: Leadership, Patient Safety, Quality Improvement, Personal Effectiveness, and how to develop professional practise to improve person centred care.

The programme will help the participants to develop themselves and others and transform quality and patient safety, leadership capacity and capability across the NHS. It offers participants a unique opportunity to improve patient care and patient experience and to develop their personal leadership skills, career, and contribution to the NHS in terms of quality, innovation, productivity and prevention of ill health.

The programme is a bespoke development course that support each individuals’ personal development, clinical service and directly benefits patients.

Further information about the fellowships we have to offer is available from our website:
www.wessexdeanery.nhs.uk/support/support/medical_education_fellows/other_supported_fellows.aspx
The Centre manages over 200 courses, interventions and conferences across four portfolios:

- Medical Specialty
- Medical Revision
- Leadership and Management
- Educator and Trainer Development

Doctors in training from F2 through to Consultant are supported in their clinical learning with a range of specialty specific programmes. In 2011 over 2000 doctors attended at least one of these programmes enhancing their specialty knowledge and understanding, in preparation for their College Examinations.

Wessex is very proud of, what is believed to be, the largest English Deanery Leadership and Management Portfolio, with over 800 attendees in the past year attending the “Professional Programme”. This programme (outlined below) consists of two residential courses at the early and late stages of training, a range of masterclasses which can be attended throughout training and other service-based opportunities made available within individual trusts.

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<td>Service-Based Development</td>
<td>Leadership Development Centre (Residential Module)</td>
<td>Pre-CCT Masterclass</td>
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<tr>
<td>Personal development Leadership Teamwork Run your local NHS on a bad day (role play scenarios)</td>
<td>Attend trust board Shadow Chief Executive An Introduction to Service Improvement Masterclass – leading to work on service improvement projects International exchange – current programmes in Cambodia, South Africa and Zambia</td>
<td>Practice leadership and management skills (role play scenarios) Teamwork Management and leadership strengths and weaknesses (feedback) Personal development Preparing for the future</td>
<td>Run up to the Interview</td>
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A range of one-day masterclasses including:

- Patient Safety First
- Legal Aspects of Consent
- The New Structure of the NHS - how the changes will affect you!
- Speaking with Power and Authenticity
- Stress Management
- Understanding Assertive Behaviour
- Effective Negotiation Skills
- Personal Impact
- Conflict Resolution and Challenging Conversations
- Time Management
- Influencing with Integrity in a Clinical Setting
- The Essentials of Effective Leadership
- Understanding Change and Culture
- Leading Successful Service Reconfigurations

The Educator and Trainer Development portfolio provides a framework to ensure Educational Supervisors’ skills are current to help them support trainees within the workplace. Our nationally recognised “Tomorrow’s Teachers” programme delivers teaching skills to trainees, helping them train others more effectively in their daily work. This programme is run by a trainee faculty, who understand colleagues’ needs and therefore keeps the content up to date and relevant.
Useful websites:

General Medical Council  
www.gmc-org.uk
Medical Defence Union  
www.the-mdu.com
Medical Protection Society  
www.medicalprotection.org/uk
British Medical Association  
www.bma.org
Home Office  
www.bia.homeoffice.gov.uk
International English Language Testing System  
www.ielts.org
NHS Jobs  
www.jobs.nhs.uk

Career support  
www.medicalcareers.nhs.uk
www.wessexdeanery.nhs.uk
www.mmc.nhs.uk
www.support4doctors.org
www.cfwi.org.uk

Interviewing skills  
www.iscmedical.co.uk

Royal Colleges/Faculties/Academies
The Royal College of Anaesthetists – www.rcoa.ac.uk
The College of Emergency Medicine – www.collemergencymed.ac.uk
The Royal College of General Practitioners – www.rcgp.org.uk
The Royal College of Obstetricians and Gynaecologists – www.rcog.org.uk
The Royal College of Ophthalmologists – www.rcophth.ac.uk
The Royal College of Paediatrics and Child Health – www.rcpch.ac.uk
The Royal College of Pathologists – www.rcpath.org
The Royal College of Physicians in Edinburgh – www.rcpe.ac.uk
The Royal College of Physicians in London – www.rcplondon.ac.uk
The Royal College of Physicians and Surgeons of Glasgow – www.rcpsg.ac.uk
The Royal College of Psychiatrists – www.rcpsych.ac.uk
The Royal College of Radiologists – www.rcr.ac.uk
The Royal College of Surgeons of Edinburgh – www.rcsed.ac.uk/site/0/default.aspx
The Royal College of Surgeons of Ireland – www.rcsi.ie
The Royal College of Surgeons of England - www.reseng.ac.uk
The Royal Society of Medicine – www.rsm.ac.uk
Academy of Medical Royal Colleges – www.aomrc.org.uk
Academy of Medical Sciences – www.acmedsci.ac.uk
Faculty of Occupational Medicine [of Royal College of Physicians] – www.facoccmemed.ac.uk
Faculty of Public Health – www.fph.org.uk
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