

Lancashire Care NHS Foundation Trust

We have compiled below a brief description of the training opportunities available in LCFT.

Please make use of the links to our developing website pages and don't hesitate to make contact with our medical education team if you have any queries.

Overview of Lancashire Care

Lancashire Care NHS Foundation Trust provides health and wellbeing services for a population of around 1.4million people

The Trust covers the whole of the county, bordering both Merseyside and Greater Manchester. We employ around 6,500 members of staff across more than 400 sites. We cover a large geographical area and border.

Our clinical services are delivered through three networks:

- **Mental Health - General Adult, Old Age, CAMHS, Liaison Psychiatry, Intellectual Disability, Psychotherapy and Forensics**
- Community and Wellbeing
- Children and Young Person's Wellbeing

Our Vision



Summary of Medical Education and Training in Lancashire Care.

In Lancashire Care NHS Foundation Trust we are firmly of the view that in order to attract good Consultants we must focus on the training of our junior doctors.

Fortunately, we have a highly motivated and enthusiastic Medical Education Team.

We provide training for FY doctors (4 Foundation Program Programs work with our Trust), GP trainees, Core Trainees and Specialty Trainees in Psychiatry in addition to medical students from Lancaster, Mersey and Manchester Universities. In addition are

we committed to support Speciality Doctors. We also provide Psychiatry training for Physician Associates and are developing innovative jobs and training opportunities with us.

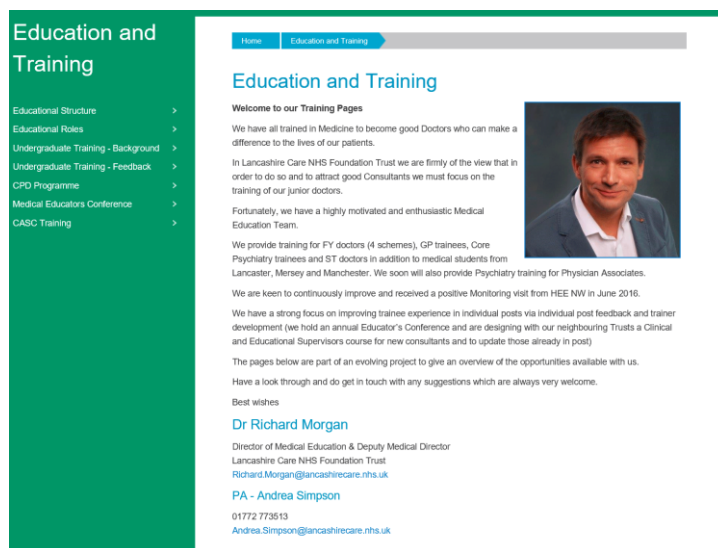
We are keen to continuously improve and received a positive Monitoring visit from HEE NW in June 2016.

See the links below for our medical recruitment website and medical prospectus for information about working in Lancashire Care and meet some of our Consultants and educators.

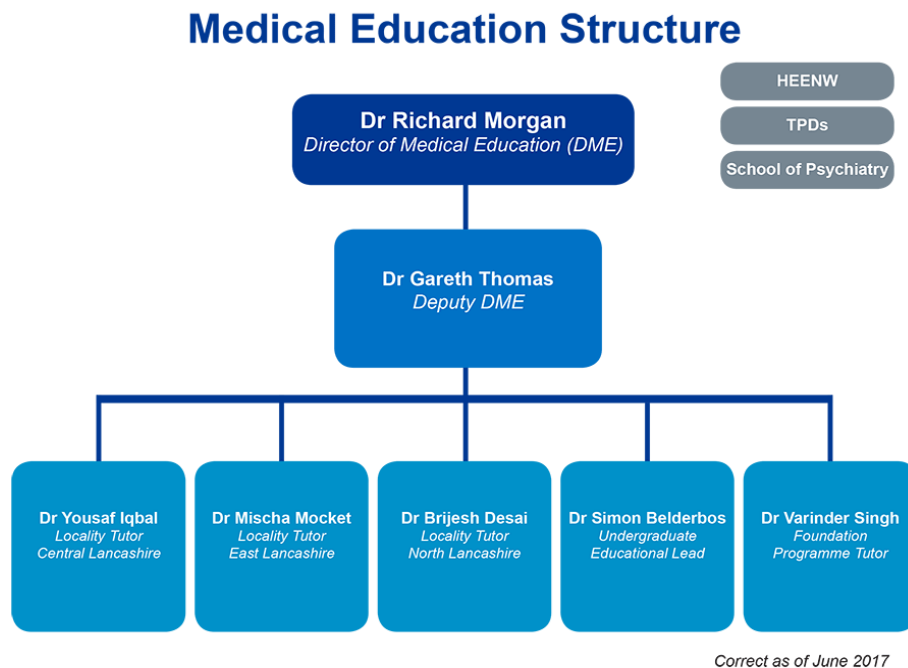
Medical Education and Training: <https://www.lancashirecare.nhs.uk/medical-recruitment-education-and-training>

Medical Recruitment: <https://www.lancashirecare.nhs.uk/medical-recruitment>

Medical Prospectus: <https://www.lancashirecare.nhs.uk/medical-prospectus>



Medical Education Leadership Structure



In addition to the above, we have 2x SAS Doctor Tutors: Dr Lucy Bacon and Dr Iqbal Naeem.

Regional Medical Education Roles for Consultants within Lancashire Care:

- Dr Gareth Thomas: Deputy Course Lead for NW MRCPsych course
- Dr Matt Appleyard: Core TPD
- Dr Mischa Mockett: Intellectual Disability Higher TPD

The Doctors We Train

In Lancashire Care you will work alongside FY1 and 2 doctors, GPSTs, CTs and STs in Psychiatry and Specialty doctors in Psychiatry. We also now have welcomed a small number of doctors joining as part of the RCPsych Medical Training Initiative (MTI).

Undergraduate Teaching and Training

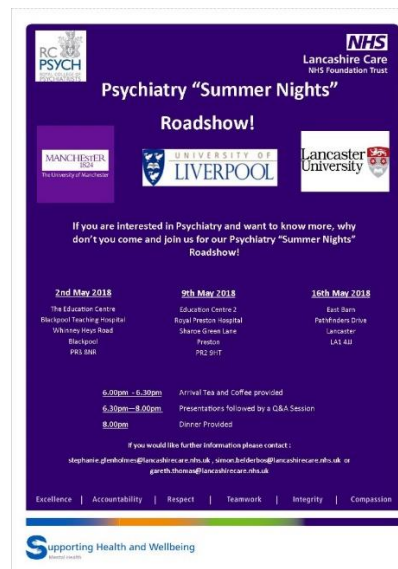
As a Trust we have partnership arrangements with three Universities (Lancaster, Liverpool and Manchester) for undergraduate medical education. We also deliver mental health placements for Physician Associate students from UCLan and are developing links with the newly formed medical school at Edge Hill University. We have a well established Undergraduate team who regularly win awards from our partner Universities for the quality of teaching we provide.eg

- Certificate of Special Commendation
- Best PBL Facilitator

- Best Clinical Teaching
- Undergraduate Student Teaching Awards
- Best Year 4 PBL Facilitator
- Innovation Award
- Best Year 4 Firm
- Best non-consultant teacher

The Undergraduate team also co-ordinate student selected study modules ranging from research projects and audits to electives that enable students to gain further experience in psychiatry. Many of the projects have been presented at regional and national conferences.

The Summer School and Summer Nights Events have become a highlight of the calendar and again enables students to gain valuable insights into a career in psychiatry.



Additional Training Activity

We are also focussed on the development of those pursuing alternative career pathways. We thus have joined with local acute Trusts to help doctors to gain their Foundation competency equivalence in order for them to then apply for Core Training. We are also developing a support program for Speciality Doctors to gain their Certificate of Eligibility for Specialist Registration (CESR) via training days, tutor support and mentoring.

Training Posts in Lancashire

We offer innovative training posts in the following specialties, in both the in-patient environment and community settings.

- General Adult: Including inpatients, community (CMHT), Single Point of Access, Early Intervention Service (EIS) and the Crisis Resolution and Home Treatment Team (CRHTT)
- Older Adult: Including inpatients, liaison and community (CMHT) which can include the Rapid Intervention Treatment Team (RITT) and Memory Assessment Service (MAS)
- Forensic Psychiatry
- Intellectual Disability
- CAMHS
- Perinatal Psychiatry (opening in October 2018)
- Liaison Psychiatry
- Neuropsychiatry (special interest sessions currently but with an aim to develop a dedicated post)
- Public Health

Where are the posts?

The various community services and teams are based in different localities throughout Lancashire.

For inpatient services:

- General Adult Psychiatry In-patient units are based at our The Harbour (below) near Blackpool, Blackburn, Lancaster, Ormskirk and Chorley.
- Older Adult In-patient units are based at our The Harbour (below) near Blackpool and we have a ward in Blackburn too.
- Forensic services are based at Guild Lodge near Preston.
- CAMHS In-patient services are provided at The Cove in Morecombe.



Educational Governance

We meet as a Medical Educational Team on alternate months to discuss all educational matters. We invite a Core Trainee and Specialty Trainee representative to gain their views of training, to provide transparency and to offer some management experience for those trainees.

Feedback and Quality

In Lancashire Care we are of the opinion that in order to understand which posts are of high quality and which need further oversight, change or support it is essential to have non-anonymised feedback. This has been very successful in discussing with supervisors their trainee experience. Trainees are able to demonstrate professionalism and accountability by participating and contributing to Quality improvement. Trainees are fully protected should they raise any concerns or critique. We have designed a placement quality dashboard to record the quality of all of our posts.

Fortunately most posts receive very good feedback

'All supervisors have been exceptional - very caring, aware of issues facing trainers and try to help wherever possible. Dr. X is a model for the trainees who aspire to one day become Consultants... (2018)

Trainee Forums

Trainees are encouraged to attend our trainee forum. This is chaired by the DME or Deputy DME. The meeting has an informal tone but has an agenda, is minuted and an action plan is completed to ensure progress is made against issues raised and to avoid becoming a mere 'talking shop'. We encourage a solution focussed approach to enhance leadership skills, problem solving and to provide management experience. The trainees have thereby often proposed their own resolutions.

Senior Trainees chair (with the support of our FY Lead) a forum specifically for Foundation Doctors.

Training for Supervisors

All supervisors must keep up to date with GMC supervisory arrangements and to this end Lancashire Care with Pennine care deliver an annual Training The Trainers event as part of the regional programme.

Educators Conference

We hold an annual Educator's Conference to support and enthuse our supervisors. This has been very well received. Senior Trainees are invited to attend (and have helped deliver workshops)

Past speakers have included the President of the Psychiatrists with a video message from our Dean.

Each year we seek nominations for:

- Undergraduate Trainee of the Year
- Post Graduate Trainee of the Year
- Trainer of the Year

Medical Educators' Conference

December 2016 saw the launch of our extremely successful first Conference, where speakers who are the leading edge of developments in core training delivered presentations about the direction of travel in Psychiatry.

We were privileged to receive and broadcast an inspirational message from the Dean of the Royal College of Psychiatrists, Dr Kate Lovett and proud to have as our Keynote Speakers, Dr Wendy Burn (who will become President of the Royal College in June 2017) and Dr Gareth Cuttle, who spoke about the work of the Gatsby Wellcome Neuroscience Project, which is aimed at reworking the core training curriculum for psychiatry trainees.

Consultants and Higher Trainees from all areas of the Trust came together for a morning of interesting presentations, and an afternoon of stimulating and informative workshops. The event also provided a great opportunity for networking and meeting colleagues from other areas and sharing ideas.

We will soon be planning this year's event, so if you have any suggestions for a theme, or workshop topics, or even a Keynote speaker, we'd love to hear from you.

Please contact Jacqui Welding, Medical Education Manager on 01772 773574 or by emailing medicalstaffing@lancashirecare.nhs.uk



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Academic Program

For half a day each week, we have a dedicated Academic Program and encourage all of our doctors to attend this. We work closely with the NW MRCPsych course to ensure that we deliver a high standard of local teaching for the local part of the MRCPsych course which takes place on some of these half a day sessions. We have developed a local governance group to provide an oversight to this programme to ensure the highest standards. We also have our 'Kick Start Psychiatry' as part of this program.

Kick Start Psychiatry

'Kick Start Psychiatry' is a set of workshops and communication skills sessions aimed at junior doctors who are new to psychiatry to enhance knowledge, skills and attitudes in helping patients with mental health needs. The skills learned in our workshops will provide transferable skills within the placement in Lancashire Care and for future careers as doctors regardless of the speciality.

For the first weeks of the rotation, each week we facilitate a session on a different topic – 'Common Doctor Tasks and Out of Hours Working in Psychiatry', 'Professionalism', 'Quality and Governance in Psychiatry' and 'Preparing for the Local Academic Teaching Programme / Bite size Critical Appraisal'.

In the weeks following the sessions outlined, we develop the communication skills of the doctors. We emphasise practicing communication skills in a safe environment with the aid of videos and 'patients as educators' and regular feedback from supervisors particularly early in the post. We have a final session in which doctors can bring real videos of themselves interviewing patients to gain some individualised feedback.

We are also designing a handover simulation session.

The training sessions are all curriculum mapped to the various training curricular for Psychiatry, GP and FY doctors.

Please also follow us on twitter @KickStartPsych and spread the word!

Research (Clinical and Medical Education)

The Lancashire Clinical Research Facility is a partnership between Lancashire Care NHS Foundation Trust, Lancashire Teaching Hospitals NHS Foundation Trust and Lancaster University. Together the teams provide a unique combination of both physical and mental health research expertise.

We also have a Medical Education Research Group (MERG) to develop our interests in medical education to drive evidence-based practice. We invite all of our doctors who would like to gain experience in his area and have had a number of publications and posters through the work in this group.



CASC Exam Practice

In addition to the regional OSCE Progress test as part of the MRCPsych course, we also offer specific CASC exam practice bi-annually to give Core Trainees further training in their preparation for the exam. We plan the exam practice a few weeks before the real CASC so it can be an integral part of the exam preparation. We use experienced professional simulated patients and educators as examiners to provide structured feedback to each trainee.

Consultant Interview Skills

The interview faced is the culmination of many years of dedicated development and hard work. To be successful we appreciate that candidates must be ready! We have developed a training day to improve the chance of having a successful Consultant interview. This will cover interview skills, top tips and current hot topics in the morning followed by mock interviews in the afternoon.

Accommodation

Lancashire Care has recently leased 12 high quality reasonably priced flats in Preston. These will be available to trainees on application (according to availability).



National Awards for Consultants in Lancashire Care

Dr Nusrat Husain: RCPsych Researcher of the Year 2017

Dr Naeem Iqbal: RCPsych CESR Evaluator of the Year 2018

Dr Gareth Thomas: Shortlisted for RCPsych Trainer of the Year 2018