

Staff Experience of a ST4 in Geriatrics and General Medicine

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Trust Board paper E

Executive Summary

This staff story focuses upon an ST4 in Geriatrics and General Medicine currently out of programme (OOPR) completing his MD and his positive experience while working for the Trust since 2012.

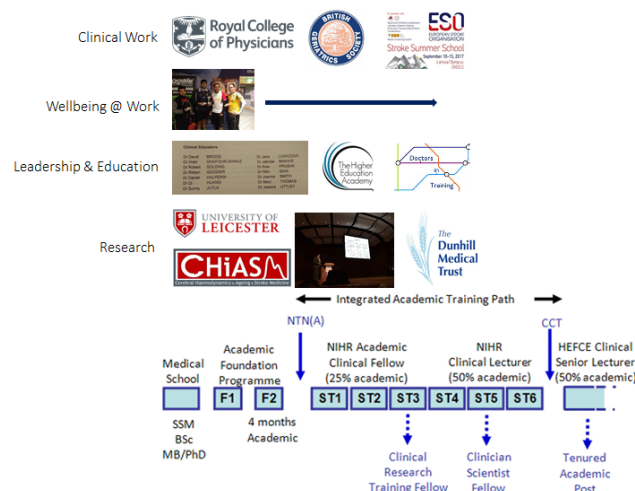
A ST4 wishes to share with the Trust Board how, despite having busy clinical commitments, UHL has also afforded him the opportunities to develop a strong research interest alongside experience in leadership, management and education. Most notably being the Acting Chair of the Doctors in Training Committee, Co-Chair of the Cerebral Haemodynamics in Ageing and Stroke Medicine (CHIASM) Research Group and gaining Associate Fellow status with the Higher Education Authority respectively.

This staff experience story will be shared with the Trust Board using a video recording.

Background

Jatinder Minhas moved to Leicester shortly after graduating from Norwich Medical School in 2012. He chose Leicester for several reasons, including family, the highly regarded Academic Educator role and the opportunity to experience a highly varied set of Foundation Programme rotations. Since committing to the East Midlands, the deanery has provided him with all the opportunities he has sought to professionally develop and build the career of his choosing.

Since completion of the Foundation Programme, Jatinder has completed Core Medical Training and subsequently started Higher Specialty Training in Geriatrics here at UHL. This clinical training has been completed within the National Institute for Health Research (NIHR) academic pathway (as shown below). This highly competitive pathway exists to support academically minded trainees towards CCT with attainment in applied health research. Throughout his academic career to date, he has been supervised and mentored by Professor Thompson G Robinson, Professor of Stroke Medicine and Consultant Stroke Physician. Most recently Jatinder achieved prestigious external Fellowship funding to the value of £211,471 from the Dunhill Medical Trust to support his MD study “Feasibility of Improving Cerebral Autoregulation in Acute Intracerebral Haemorrhage – BREATHE-ICH”. This success is a key stepping stone to achieving his goal of becoming a clinician scientist.



Staff Experience

During the last 5 years, UHL alongside the University of Leicester has provided a strong platform to allow Jatinder to excel in many aspects of his clinical training:

- Royal College of Physicians Grand Round Prize – annual case report prize offered to East Midlands trainees
- Achieving college exams at earliest opportunity (MRCP in CT1 and Geriatric SCE in ST3) – supported by internal SpR and Consultant led ward based PACES teaching, the Glenfield Mock PACES and local Geriatric HST teaching.
- NIHR ACF uniquely supporting a Masters in Clinical Research (MRes) – national programme of clinical academic training. Excellent record of attainment of Fellowships for higher degrees in Leicester beyond ACF programme.
- Encouraged to achieve recognition with Higher Education Authority – strong relationship developed between UHL and University of Leicester to encourage attainment of this educational standard.
- 15 Peer-Reviewed Publications and 1 Book Chapter – world-leading Department of Cardiovascular Sciences at the University of Leicester, strong support from Professor Thompson G. Robinson to prepare original scientific articles and encouraged international dissemination.
- 2 international presentations (Boston and Barcelona) – afforded study leave and study budget support to travel to present at international stroke conferences.
- University of Leicester Medical School Educator and Examiner – supporting Elderly Care, Acute Care and Palliative Care blocks.
- European Stroke Organisation Summer School - Selected as one of two UK stroke doctors to attend this prestigious educational event.
- Recruiting to international multi-centre stroke studies including ENCHANTED and NAVIGATE ESUS – these derive income and infrastructure from the clinical research network.
- CQC Specialist Advisor – Supporting the recent round of acute hospital inspections by providing junior doctor perspectives during hospital-wide inspections.
- Actively participate in a range of sporting activities supported by the wellbeing at work concept. This has extended to formal support for activities outside of work. These UHL funded sessions permit colleagues to enjoy sport and exercise in a local football establishment. Furthermore, during the summer months, several colleagues also play in a local outdoor cricket league. In addition, I have participated in the local “Khyber Cup” which is contested each summer between the UHL Doctors and Leicester GPs.

The benefits for Trust:

- Clinical academic pathways improve recruitment and retention, as they are highly competitive jobs that afford many additional opportunities beyond clinically focused roles.
- Wellbeing @ work is an excellent initiative that allows staff to build relationships and encourages a strong social presence in the workplace.
- UHL can develop strong links to the University of Leicester through research and academically minded trainees.
- Finally, the work presented regionally, nationally and internationally helps build the organisation's image as an innovator and investor in people.

Jatinder states that *“Since 2012, UHL has provided me with a resource-rich environment to develop my clinical career. This environment is strongly supported by talented and innovative clinicians who encourage trainees to explore and develop skills alongside their clinical practice. Geriatrics for example currently has three trainees including myself gaining research, leadership and teaching experience within their HST programmes”.*

“Developing my research career has made me feel like a valued part of UHL offering the organisation something else in addition to my clinical abilities. I feel research posts like NIHR ACFs and ACLs help foster loyalty to the organisation which could result in improved recruitment/retention, better understanding between different staff groups and research and innovation”.

“I have seen many colleagues move to other hospital Trusts over the past few years as it is perceived opportunities are greater elsewhere and the ‘grass is greener’, however, I hope I have demonstrated that UHL is able to provide such opportunities and more. I would strongly encourage all trainees to find an inspiring mentor and begin to discuss how you wish your career to develop, opportunities will exist to help you achieve your goals.”

Jatinder will be aiming to secure an NIHR ACL role in UHL following completion of his MD studies in 2019. This position would allow him to continue his research until CCT.

Input Sought

The Trust Board is asked to:

- Receive and listen to the staff’s story.
- Support and promote ongoing opportunities for Fellowships across the Trust.

For Reference

1. The following objectives were considered when preparing this report:

Safe, high quality, patient centred healthcare	Yes
Effective, integrated emergency care	Not applicable
Consistently meeting national access standards	Not applicable
Integrated care in partnership with others	Not applicable
Enhanced delivery in research, innovation & ed’	Not applicable
A caring, professional, engaged workforce	Yes
Clinically sustainable services with excellent facilities	Not applicable
Financially sustainable NHS organisation	Not applicable
Enabled by excellent IM&T	Not applicable

2. This matter relates to the following governance initiatives:

Organisational Risk Register	Not applicable
Board Assurance Framework	Not applicable

3. Related Patient and Public Involvement actions taken, or to be taken:

No Patient and Public Involvement issues identified as part of this staff story

4. Results of any Equality Impact Assessment, relating to this matter:

No equality issues identified as part of this patient story

5. Scheduled date for the next paper on this topic: January 2018

6. Executive Summaries should not exceed 2 pages. The paper does comply

7. Papers should not exceed 7 pages. The paper does comply