



Association for
Palliative Medicine
Of Great Britain and Ireland

Trainees'
NEWS UPDATE

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APM Trainees' News

August saw the implementation of the new junior doctor contract for some of us. I hope that if it affected you, it was a smooth transition, but I expect there have been issues. Your training programme directors should be your first contact to approach with any issues that need resolving. If you would like to make us aware of any concerns you have though, then please email us. We can discuss your concerns with the Specialty Advisory Committee, as we have trainee representation on this committee from all the nations. We would encourage you all to exception report and if you are being dissuaded from doing so, we would also like to hear about this.

I hope that you found August's newsletter informative. Please send us your thoughts and comments for improvement or suggestions for what you would like to see. If you have any content you would like to contribute, then please send this to us for consideration.

Please take some time to consider our committee vacancies on the last page. Being on the committee is a fantastic experience that often does not require a great deal of extra work. It also gives you the opportunity to meet trainees and consultants from across the UK, hear and get involved in some of the broader work the APM does. The experience and networking opportunities will look great on your CV!

I have been aware for some time about the work the surgical specialty trainees have been doing to tackle bullying in the workplace. They have started the #LetsRemoveIt anti-bullying and undermining campaign. Surgery has led this campaign, as they have been shown to have the highest levels of bullying, but this behaviour exists to varying degrees in all specialties, including Palliative Medicine. They have produced an online e-module to help you recognise this behaviour and equip you with some tools to tackle it. This module can be accessed using the link below.

<https://www.rcsed.ac.uk/news-public-affairs/news/2017/august/tackling-bullying-and-undermining-in-surgery-and-dentistry-ecomodule>

I would like to also make you aware of research that the BMA are doing to collect anecdotal evidence about rota gaps. If there are gaps in your region that is affecting your experience at work, then please contribute to this research. https://www.bma.org.uk/connecting-doctors/my_working_life/b/weblog/posts/rota-gaps-what-are-your-experiences#pi4119=3

Best wishes,

Rebecca Lennon

Chair of the APM Trainees' Committee

Upcoming Events

APM / PCC ASP Conference

15-16 March 2018

Bournemouth International Centre

@ASPConf2018

#ASPPCC2018

<http://apmonline.org/events/>



When the Drugs Don't Work:

Management of complex pain in palliative care patients

8 December 2017

Bridge Community Church, Leeds

<https://www.eventbrite.co.uk/e/when-the-drugs-dont-work-management-of-complex-pain-in-palliative-care-tickets-35686095071?aff=erepanelorg>

Hospice UK National Conference

22-24 November 2017

ACC Liverpool

<http://www.hospiceuk.org/what-we-offer/courses-conferences-and-learning-events/hospice-uk-annual-conf>



Meet the Trainees' Committee



Professional Standards Committee Trainee Representative

Claire MacDermott is a South Yorkshire ST6 trainee and is the trainee representative on the Professional Standards Committee (PSC) and a member of the APM Trainees' Committee.

She co-ordinated the APM Undergraduate Audit Prize and with other members of the PSC maintains the 'Signposting to clinical guidelines'. She has also been involved in other PSC responsibilities including the consultant mentoring scheme, revalidation and Famcare audit.

She has found working with the APM really rewarding and it has given a fantastic insight into the future developments and priorities of palliative medicine. It has also been a brilliant way to build professional relationships with colleagues in other parts of the country.

Claire enjoys running and cycling in the Peak District and ran the London Marathon for Ashgate Hospicecare, Chesterfield. She also enjoys spending time with family and friends and gardening.

Knowledge Hub

Recognising that many of you will be preparing for the SCE, this section is designed to help provide pointers to some key educational resources.

The **APM Professional Standard's Committee** has produced some useful summaries signposting guidelines on various common symptoms in palliative care: <http://apmonline.org/committees/professional-standards-committee/>

e-ELCA is a national e-learning programme and includes some interesting modules with specialist content including:

- Intrathecal drug delivery
- Heart Failure in end-of-life care
- Discussing intimacy in advanced illness
- Dying as a homeless person
- Tracheostomy care



Once complete, the modules link directly to the Palliative Medicine curriculum competencies so you can use the e-learning as evidence. <http://www.e-lfh.org.uk/programmes/end-of-life-care/>

There are some also valuable resources available to help support the care of patients with **learning difficulties**:
<https://www.mariecurie.org.uk/help/support/publications/easy-read-booklets>
<http://www.pcpld.org/links-and-resources/>

If there is anything else that you have found useful in preparing for the SCE, or for CPD in general, then please do contact us and we will endeavour to add this to the next News Update.

Post of the Month

"The path to your first consultant job" by Ros Marvin (APM Trainees' Committee Website Officer)

The hurdle of gaining a consultant post can seem daunting and looms large over the final years of registrar training. Our specialty has a relatively short training time and I found myself the first of my close medic friends to navigate this route, but I had some great advice along the way, which I thought would be useful to share.

The hunt for a job should ideally start around a year before your CCT date and it is good to put feelers out early on about potential opportunities. The main thing to bear in mind is that you cannot interview until you are within 6 months of your CCT date. Speaking to places you would be interested in working means that, if they are thinking of advertising, they can potentially shift the advert and interview dates to ensure you are eligible. Nothing can be more frustrating than finding your ideal job is advertised with an interview date 7 months before you CCT!

If you are less than full time, you can calculate your CCT date using the JRCPTB's CCT calculator. Occasionally a CCT date can be brought forwards as training is competency rather than time based, but this usually has to be planned well in advance, ideally at your PYA, so by the time you are looking at job adverts it is usually too late.

Register for email alerts on the NHS jobs website and download job applications and person specifications for jobs similar to the type you are looking for, as this will give you a good idea of whether you meet the criteria, and allows you to fill in any gaps in your CV.

Once you've found a job you're keen to apply for, leave plenty of time to fill in the application form. Many also require a full in-depth CV. Unlike the application form, which will have a strict word count for each question (I had to describe my research project in 25 words!) your CV is a good chance to describe your unique selling points.

Ask as many people as possible to help you practice interview questions. From your educational supervisor to your other half - even if they aren't medical, it will help you think on your feet without freezing. Consider going on an interview skills course. These can be expensive, but if they boost your confidence and hone your technique so you get the job you want, it is money well spent. Some offer a discount if you book more than one course, so it can be good to pair up with another palliative trainee as it is not only cheaper, but in a small group of six people it also massively increases the number of questions relevant to our specialty and you can learn a lot from your colleague's answers.

Prior to the interview you will be told who is on the panel, and who to approach for pre-interview visits. This varies from just one or two people, to the entire panel, and is a chance for both parties to suss each other out. Treat this seriously, prepare and take along a paper copy of your CV.

The interview itself is likely to last between 45 minutes and an hour. For a substantive post, there will be a panel of 6-8 people, including a representative from the Royal College of Physicians. Each member of the panel will ask about 2 questions each, with your answers expected to be 2-3 minutes long. Some will require you to give a presentation, others involve chairing a MDT discussion, and you may even be asked to undergo psychometric testing. Daunting tasks, but remember the panel want to fill the post, and however much of a hard time you are given in an interview, they understand you are under pressure and will give you credit accordingly.

Finally, as I was told repeatedly by well-meaning people, you will get a job! Don't panic. There are more consultant post vacancies in the UK than can be filled by the current number of trainees, and the number of unfilled posts is rising, so don't lose heart if you don't get the first job you apply for, new opportunities are continuously coming available and there will be a job that is just right for you out there. Good luck!

Royal College of Physicians' Chief Registrar Scheme

"A fantastic opportunity to work on leadership and management skills and develop new ideas in a supported environment"

Chief registrars are aspiring clinical leaders who care deeply about improving the NHS and delivering better outcomes for patients, colleagues and their organisations. With protected time for leadership and management development, chief registrars have the flexibility to develop ideas and initiatives that make a positive difference to the NHS, whilst remaining key members of the medical workforce.

Chief registrars benefit from:

- Flexible training, with minimum 40% protected time for leadership and management development
- A leadership and management development programme provided by the Royal College of Physicians
- Mentoring and support from senior leaders
- Raised profile as a future clinical leader



Royal College
of Physicians

Chief registrars develop skills in negotiation, quality improvement and change management, which they put into practice addressing key challenges faced by their organisations, including: service improvement, patient safety and experience, training and education, staff morale and junior doctor engagement. This "hugely beneficial" scheme prepares senior trainees (ST4 and above) for consultant posts, and provides a solid foundation for future leadership roles.

For more information about the chief registrar scheme, read the [chief registrar 2016/17 yearbook](#), and email Natalie Pink, project manager, at chiefregistrar@rcplondon.ac.uk to register your interest.

Research/Journals

Introducing the national trainees' research collaborative for palliative medicine:

A group of palliative medicine trainees are working to set up a national research collaboration to support national data collection & undertaking of multisite research projects in palliative medicine.

This is an opportunity for all trainees to get involved in research and national audit. We hope the work of the collaborative will improve patient care by better understanding the variation in practice across the country. Our findings could change practice and inform the research agenda in coming years. Participating in the collaborative will give trainees an opportunity to fulfil e-Portfolio requirements for research. All publications will be attributed to the whole collaborative.

The collaborative is led by a steering group, with clinical and research support from national experts, and support from the APM trainees committee. We expect there to be rotating leads for each project, and hope to conduct our first national project in the coming months.

If you are interested in being involved at any level, please get in touch by emailing Charlotte.Chamberlain@bristol.ac.uk. We are looking for members of the steering group, regional leads, and anyone interested in collecting data for projects. All contributions will be acknowledged.

Research opportunities:

Considering further research? Thought about a PhD? If so, why not consider applying for a place on the September intake of Lancaster University's part-time, distance (blended) learning PhD in Palliative Care? <http://www.lancaster.ac.uk/fhm/study/phd-study/courses/palliative-care-phd/#overview>



Committee Vacancies

The Trainee's Committee currently has the following vacancies:

- **Regional Representative Coordinator**
- **Communication Coordinator**

The deadline for both posts is **29th September 5pm**. Please visit <http://apmonline.org/committees/committee-vacancies/> for a detailed description of the role and to download the nomination form. Please note, that both the nominee and nominators should be members of the APM. If you would like to discuss the role further to help inform your decision to run, then please get in touch and your email will be forwarded on to the relevant committee member.

Contact the APM Trainees' Committee

We always want to hear your feedback, so please do get in touch:

- Via your regional APM Trainees' Representative.
For full list of regional Representatives go to <http://apmonline.org/committees/trainees-committee/>
- Email us directly via apmtraineescommittee@gmail.com
- On our Facebook page 'APM Trainees'
- On Twitter @ApmTrainees



Joining the APM provides a host of benefits: if you are not already a member join today! <http://apmonline.org/join/>

Please remember to upgrade your membership to 'full membership' on commencement of your first consultant post. This can be done by emailing the APM at apm@compleat-online.co.uk