



Association for  
Palliative Medicine  
Of Great Britain and Ireland

Trainees'  
**NEWS UPDATE**

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## APM Trainees' News

Welcome to the latest edition of the APM Trainees' newsletter. This is the last edition of 2018 so I thought I would start this edition by looking forward to 2019 and a year that will see the arrival of Shape of Training.

Shape of Training will have a significant impact on the way we work and train. Whilst the new Internal Medicine programme (the current CMT) will be starting in August 2019, and will likely have a degree of impact on palliative medicine training, the major changes will come when the speciality programmes change in 2022. There is not the space to cover all the details here (go to <https://apmonline.org/committee-pages/shape-of-training> if you would like more of the detail) but one of the major differences will be palliative medicine trainees dual accrediting with one of the four years of the programme based in an acute medicine setting, covering the general medicine on-call rota. There are a number of potential pros and cons. It is clear that we are going to have to adapt our training, developing the same competencies over three years instead of four, and our workforce, covering the same service with 25% less speciality trainees at any one time.

Much has yet to be finalised and the trainees' committee continue to work hard to positively influence the implementation of this through links with the APM Executive, the Specialty Advisory Committee and the RCP Joint Specialty Committee. We are very keen to be representing the views of all Trainees as well as benefitting from the 'collective wisdom' of the whole training body. We will all be needed to ensure that these changes work only for the benefit of the patients we have been entrusted to care for and not their detriment. Therefore please do contact us if you wish to share any ideas about the implementation of Shape of Training or want us to relay any concerns you may have.

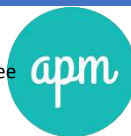
Look out for the details of the Twycross prize towards the end of the newsletter too!

Merry Christmas!

## Upcoming Events

### The Future Direction of Palliative Care – Implications for SAS Doctors and Trainees

An APM Event, organised by the SAS and Trainees Committee  
North West Cancer Research Centre, University of Liverpool  
Date: 8<sup>th</sup> January 2019  
<https://docs.google.com/forms/d/e/>



### Ethics Study Days

An APM Event, organised by the Ethics Committee  
Severn Hospice, Telford  
Dates: 21<sup>st</sup>-22<sup>nd</sup> January 2019  
<https://docs.google.com/forms/d/e/>



### Research Methodology Workshop

An APM Event, organised by the Science Committee  
Saint Michael's Hospice, Harrogate  
Dates: 20<sup>th</sup> March 2019  
<https://docs.google.com/forms/d/e/>



### The APM's Supportive & Palliative Care Conference

Harrogate Convention Centre  
Dates: 21<sup>st</sup> – 22<sup>nd</sup> March 2019  
Registration opens soon



### Guildford Advanced Course

The aim of this 2-day advanced course is to provide delegates with an up-to-date, evidence-based review of the management of pain and other common symptoms. The topics have been chosen because of their impact on the patients' quality of life, and the lecturers chosen because of their knowledge of the subject matter. The lectures will be supplemented with relevant reading materials, including slide presentations, reprints of articles, and reference / further reading list. The course organizers are Dr Andrew Davies (Consultant in Palliative Medicine, Guildford), and Dr Andrew Dickman (Consultant Pharmacist, Liverpool).

One course is being held at the University of Surrey in Guildford, and the other at the Midland Hotel in Manchester. The two courses are identical in terms of lectures / lecturers.

Dates: a) 9-10th September 2019 - University of Surrey, Guildford

b) 23-24th September 2019 - Midland Hotel, Manchester



GuildfordAdvanced  
CourseProgramme

<http://www.guildfordadvancedcourses.co.uk>

## Meet the Trainees' Committee



**Dr Jane  
Whitehurst**

**Workforce  
Committee  
Representative**

I am an ST6 in palliative medicine training in London/KSS. I have worked within palliative care since 2005, in the UK and in Uganda, initially as a GP and a staff grade doctor, before beginning specialty training in 2011. Entering training as a second career, training less than full time and navigating an inter-deanery transfer has allowed me to work across a range of services and increase my understanding of what factors are important for trainees to develop their knowledge and skills and feel supported and valued whilst training.

I have been the trainee rep for the APM Workforce Committee since February 2018. My role includes commenting, analysing and reporting on palliative medicine workforce data for with a focus on trainees issues. As a committee we are also involved in reviewing and commenting on wider medical workforce data and plans. Workforce planning plays a key part in ensuring an adequate provision of skilled professionals to meet expanding service needs in the context of a growing and aging population with complex medical comorbidities. Innovation and changes in training, skills mix and working practice will be needed over the coming decades and it's been very interesting to gain insight into this.

I live in Brighton with my family and have a growing collection of canoes and bikes.

## Knowledge Hub

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

Sessions within the program are currently being mapped to the palliative medicine specialty training curriculum.

<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/>

The **RCP Quality Improvement Hub** has been set up to support anyone embarking on quality improvement work. Resources to support quality improvement work can be found at: <https://www.rcplondon.ac.uk/projects/rcp-quality-improvement-rcpqi>

*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.*

# Grampian

# Trainee Lead Scheme

*We believe Grampian can be a great place for training*

If we had a tag line, that would be it.

Hello, my name is Claire and I am one of the Trainee Leads in NHS Grampian. If you are intrigued, read on. I will explain more.

NHS Grampian is one of the 14 Regional Health Boards in Scotland, with its main hospital based in Aberdeen. There are around 830 doctors in training involved in the healthcare services to the North East of Scotland, delivering services to half a million people across 3,000 square miles.

Why do we have Trainee Leads in NHS Grampian?

NHS Grampian recognised the need for increased trainee engagement with management, leadership, education and improvement processes following a national report by Healthcare Improvement Scotland in 2014. At the same time Sir Bruce Keogh was reporting on the need for a change of culture in the NHS through more and better clinical leadership following the Mid-Staffs Inquiry. He highlighted that trainees should *'not just be seen as the clinical leaders of tomorrow, but clinical leaders of today'*.

Following this, the NHS Grampian Trainee Lead scheme was developed in 2016 to promote engagement and leadership development amongst trainees. It is now entering its second year and looking to recruit for the third. The purpose of the role is to give interested trainees early exposure to medical leadership and management, and to develop the knowledge and skills in those areas through active contribution to the organisation.

We are a team of 10 trainees who are in post as Trainee Leads across the four divisions in the Acute Sector (Medicine + Unscheduled Care, Surgery, Women + Children, Support Services).

One of the aims we have adopted is to improve trainee engagement with the clinical management structure. To help us achieve this we are supported by the Divisional Management Teams, Medical Education Team and Organisational Development who recognise along with Sir Robert Francis that *'trainees are invaluable eyes and ears in a hospital setting'*.

What have we done so far?

Training in Leadership

To equip us in our roles, we organise quarterly training days through organisational development. These have covered the use of Action Learning Sets, Quality Improvement Methodology, attending senior management sessions on Finance and Jigsaw@Work to understand implications of different leadership styles.

Trainee Forum

One of the initiatives we have introduced is the Trainee Forum, a monthly lunchtime or after work meeting lasting an hour in the Doctors Mess. The format varies, but the following aims are consistent:

1. To encourage and facilitate trainees to participate in patient safety and quality improvement opportunities
2. To improve relationships and enhance communication between trainees and senior managers in NHS Grampian
3. To develop postgraduate medical education training and opportunities
4. To raise awareness about well being

The Forum can act as a platform for trainees to present and discuss their QI work. This has created opportunities for shared learning of good practice across specialities and enabled networking within the hospital.

We have invited guest speakers in leadership and management roles that have included members of the executive board in NHS Grampian, Deans from NHS Education Scotland and other leaders within health care. This has provided the opportunity to find out about what their role involves and how the decisions they make impact us as trainees.

How often do you get to ask your chief executive about rota gaps over tea and cake?

#### North of Scotland Wellbeing Conference

As we want to help make Grampian and the North of Scotland a great place to train, we recognised the need to raise awareness about well being - an integral part of working life that we often neglect.

As such we organised a conference. Our aim was to raise awareness about the importance of well being and how can we improve our well being at work. Our main speakers tackled the challenges of sleep + fatigue and work-life balance while the workshops looked at more practical strategies to improve well being on a personal level (resilience, mindfulness, maintaining morale). We are also ran workshops on quality improvement in the workplace, providing effective feedback, mentoring and less than full time training.

We wanted to organise a conference that would be local and accessible for trainees in the North of Scotland. As such the event ran simultaneously in Inverness + Aberdeen with key note speakers in each site. But the conference was not just for trainees, with a spectrum of health visitors to consultants joining us for the day.

#### Mentoring, Rota Groups and everything else...

As a trainee lead group we attend divisional management meetings including those by the medical education teams. This has enable trainees a place at the table when discussing issues relating to training at a local management level and encouraged a greater recognition in the role of trainees as educators.

We have supported junior colleagues in setting up a mentorship programme for our foundation doctors and facilitated the recruitment and training for more senior trainees as mentors.

Our surgical trainee leads have been integral in the development of a Hospital @ Night team for surgery. Their role has helped to facilitate discussions with management, be a voice for the trainees on the floor and meet with the lead clinicians to bring about change. They have also supported junior doctors in setting up surgical skills training days in preparation for MRCS exams.

One of our trainee leads attends the Rota Group, which regularly reviews rotas that are non-compliant and actively looks to improve the working conditions of doctors in training in those areas.

With increasing understanding of our role within the organisation, we are having the opportunity to share views of trainees on topical issues within the organisation discussed at the Consultant Sub Committee. Most recently we have suggested a more robust way to feedback locally regarding training problems.

#### Our Vision

We believe that NHS Grampian can be a great place for training. We can demonstrate this by engaging trainees, consultants and managers, by promoting better communication, a positive environment and wellbeing. In order to achieve this, we will explore creative platforms for communication with trainees, participate in divisional management teams, and facilitate quality improvement.

Trainee Lead Mission Statement 2018

Dr Claire McCullough  
ST4 Palliative Medicine  
NHS Grampian

Trainee Lead | Division Medicine + Unscheduled Care | NHS Grampian

# Research/Journals

## TRAINEES RESEARCH COLLABORATIVE

Dear Palliative Medicine Registrars,

**We're setting up an exciting new national collaborative for palliative medicine trainees to conduct high quality research, and we'd like you to be part of it.**

This is an opportunity to get involved in innovative research projects and national audits, and in doing so help to meet curriculum requirements for research and audit. You can contribute at any level, from collecting small amounts of data locally, to co-ordinating data collection within your region, to conceiving and directing national research projects. All contributions, however small, are important and will be acknowledged.

We're looking for trainees in every region of the UK to get involved, so **please email us on [palliativetraineecollaborative@gmail.com](mailto:palliativetraineecollaborative@gmail.com) if you're interested** and we'll add you to the circulation list. Tell us who you are, any burning research questions you'd like to see investigated, and how you'd like to help. If you have a nagging clinical question- now is the time to spell it out on a piece of A4 and perhaps your question can be answered at a national level! **Please read the fact sheet attached to this email** for more information about the collaborative, and more reasons why you should get involved.

Warmest wishes, and we look forward to hearing from you,

Charlotte Chamberlain, Anna Sutherland, Simon Etkind & Jonathan Koffman  
**On behalf of the UK Palliative Trainees Research Collaborative**



Trainee research  
collaborative

## RESOURCES FOR TRAINEES WANTING TO CARRY OUT RESEARCH

Knowing how to get into research can be daunting for trainees, and with this in mind the Science Committee has produced a resource to help trainees consider the research element of the curriculum, highlight some useful resources and outline how you might approach carrying out a research project. This resource can be found under the Science Committee section of the APM website or via the link below.

<https://apmonline.org/wp-content/uploads/2015/04/Resources-for-Trainees-Wanting-to-Carry-Out-Research.pdf>

## Accessing journals through the APM

There are incredibly low levels of access to journals via the APM website, therefore, the APM are always reviewing their access to journals and whether it represents value for your membership fee. A many number of publications are available through the BMA website, as long as you have membership. A list of these can be found at <https://www.bma.org.uk/library/e-resources/e-journals>.

## JOURNALS

The following journals can still be accessed via the APM website; Palliative Medicine, BMJ Supportive and Palliative Care and the European Journal of Palliative Care (at a reduced subscription rate). These journals can be accessed by going to the member's area of the website

[http://apmonline.org/login/?redirect\\_to=http%3A%2F%2Fapmonline.org%2Fmembers-area%2F](http://apmonline.org/login/?redirect_to=http%3A%2F%2Fapmonline.org%2Fmembers-area%2F), logging in, then scrolling down to 'membership benefits' and clicking on the 'journals' tab. An example of what should then appear on the page is given below. If you click 'online access' this will take you through to the journal's website.



## APM article of the month

### Overall Survival in Older Patients with Cancer

A growing number of patients with cancer are older adults. We sought to identify the predictors for overall survival (OS) in older adults with solid tumour and haematological malignancies between January 2013 and December 2016.

Retrospective cohort study. A comprehensive geriatric assessment was performed, with a median follow-up of 12.8 months. Analysis: univariate and multivariate Cox proportional hazards regression analysis.

Overall survival in older patients with cancer. Edwards BJ, Zhang Z. et al

BMJ Supportive and Palliative Care; online doi: 10.1136/bmjspcare-2017-001452

## Twycross Prize –

The Twycross prize is now open! The competition is open to **ALL** members of the APM, and entries are encouraged from trainee members. Entries should be an original piece of research and be no more than 3,000 words, including any graphs, diagrams, tables etc. and should be in the standard journal format of abstract, introduction, methods, results and discussion.

The applicant must have been involved at every stage of the project. A clear declaration of this, and involvement of others, must be made on the application form. Prize is £500. Applications must be submitted electronically by March 1<sup>st</sup> 2019.

For more information and for the application form please see the link below:

<https://apmonline.org/learning-pages/awards/>

## 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](mailto:apmtraineescommittee@gmail.com)
- On our Facebook page 'APM Trainees'
- On Twitter @apm\_trainees



**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 [office@compleat-online.co.uk](mailto:office@compleat-online.co.uk)