

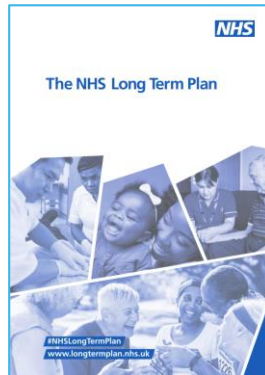
# Enhancing Generalist Skills: Developing our integrated healthcare teams - Delivering modern healthcare

Miss Helen Cattermole, Head of Humber Generalist School, HEE NEY

# Background



Future Doctor  
Report



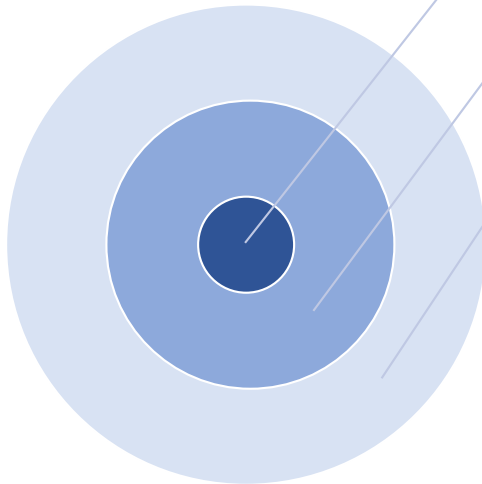
NHS Long Term  
Plan



Integrated Care  
Systems



Capability: 'the ability to integrate and apply multiple competencies...in novel, complex and changing circumstances' (Neve & Hanks 2016)



Generic professional capabilities

**General contextual capabilities**

Specialty capabilities

1. Professional values & behaviours
2. Professional skills
3. Professional knowledge
4. Health promotion and illness prevention
5. Leadership and team working
6. Patient safety and quality improvement
7. Safeguarding vulnerable groups
8. Education and training
9. Research and scholarship

1. **Person-centred practice**
2. **Complex Multimorbidity**  
*(including complex decision making, multidisciplinary working)*
3. **Population health**  
*(including epidemiology, value-based healthcare)*
4. **Systems working**  
*(including models of care, system leadership)*
5. **Social justice and health equity**  
*(including ethnicity and health, modern slavery, homelessness,)*
6. **Environmental sustainability**

**= generalist capabilities**

# Programme outcomes

1

Person-centred approach

2

Complex decision making

3

Social justice population health and equalities

4

Digital technology and systems

5

Sustainable healthcare and stewardship

6

Communicate complex information

7

Lead collaboratively, inclusively and compassionately



# What does this mean in reality?

- 7 modules of 7 weeks over 12 months
- Half day per week on average
- 6 core modules and one optional module e.g. prison health, oral health, trauma systems
- Per module:
  - One interactive workshop for knowledge acquisition
  - Four sessions for self-directed learning
  - One 'field trip' outside the usual work environment
  - One wrap-up session using action learning sets to share learning
- Optional academic accreditation with further work in own time



# Each module – indicative plan (4 hours per week)

Week Number	Content	Comments
1	Expert delivery – lectures, workshops etc.	Face to face or virtual
2	Self-directed learning	Reading, e-learning, videos, project work - introduction
3	Self-directed learning	Reading, e-learning, videos, project work – deeper dive
4	Self-directed learning	Reading, e-learning, videos, project work – deeper dive
5	Experiential learning	Field trip – deeper dive
6	Self-directed learning	Reading, e-learning, videos, project work – deeper dive
7	Action learning set	Critical thinking and reflection Face to face or virtual

# Additional elements

- Introductory session (half day)
- Action Learning Set training
  - One full day (virtual) per set; two sets per day
  - Half day refresher after putting skills into practice
- Final presentations (half day)
  
- Total time commitment = 54 x half day sessions over 12 months (approx. 19 fixed, 35 flexible, depending on final module)
  
- Equipment needed
  - computer access
  - quiet place to work
  - mobile phone (for podcasts & diary entries – if using)





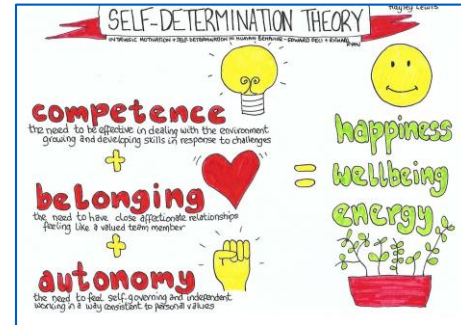
# Core and optional topics

- Person-centred care
- Environmental sustainability and resource stewardship
- Complex multi-morbidity
- Systems working
- Population Health
- Social justice and health equity
  
- Choice of module: currently developing...
  - Oral Health
  - Independence in aging
  - (Prison Health)



# Overarching themes

- Wellbeing
- Leadership
- Communication
- Digital
- Transformative Reflection



# Programme emphasis - Yorkshire

- Inter-professional learning
- Adult learning
- Breadth vs depth
- Stimulus for self-directed learning
- Resources for further exploration
  - Time and space
  - Sponsors/guides
  - Physical & virtual resources
- Reflection and critical thinking



# Resources

**NHS**  
Health Education England

# enhance

Programme Handbook

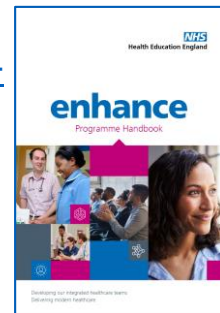


Developing our integrated healthcare teams  
Delivering modern healthcare

# Resources



- Handbook
- HEE website <https://www.hee.nhs.uk/our-work/enhancing-generalist-skills>
- NHS Learning Hub <https://learninghub.nhs.uk/>
- Library – Trust
- Action Learning Set
- Sponsors
- Own line manager/supervisor
- Generalist School Staff



# Sponsors



- Everyone has been allocated a programme ‘sponsor’
- Sponsors are volunteers with significant knowledge of the healthcare system
- Help participants reflect on learning and get the most out of the programme
- Not the same as a supervisor – a guide and a challenger
- Suggested minimum meetings:
  - Month 2-3
  - Month 6
  - Month 11-12

# Learning methods

- Teaching sessions
  - Lectures/presentations
  - Workshops
- Self-directed learning
  - Curated resources – Learning Hub, course materials, handbook
  - Articles
  - Podcasts
  - Videos
  - E-learning
  - Exploration – library, web-surfing, asking questions
- Experiential learning
  - Observational ‘field trips’
  - Projects/quality improvement activities
- Reflections
  - Action Learning Sets
  - Personal reflective activities



# Academic accreditation

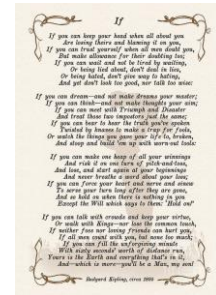


- PG Cert in Clinical Practice, Management and Education (CPME)
- **Optional**
- **£2700**
- 1 x 20 credit module in Workplace Based Learning
  - Service Improvement Project
  - Portfolio of work (2500 words)
  - Written reflection (1500 words)
- 1 x 40 credit module of CPD
  - Presentation/viva 60 minutes
  - Written reflection (3200 words)
- Need to follow structured learning path
- Could progress to PG Dip



# Output from the programme

- Final day 'sharing event'
- Poster
  - Scientific
  - Project report
  - Report on the course
  - Quality Improvement Activity
  - Reflective writing
  - Patient stories
  - Creative writing – prose, poetry
  - Photographs
  - Drawing or painting
- Artefact
- **Demonstration of learning** that can be displayed and shared



# Participants – cohort 1

- 6 x Doctors (F1-consultant)
- 5 x Nurses
- 4 x Therapists
- 1 x ODP
- 1 x Physiologist
- 1 x Laboratory Scientist
- 2 x Pharmacy Professionals
- 1 x Primary Care Health Coach
- 3 x ACP (2 nursing, 1 paramedic)
- 7 x Managers (Primary Care/network, library, facilities, business)



# Early feedback

What do you think?



freshspectrum.com

- “I want to pinch myself – I can’t believe I’m being given the time and space to think about this”
- “My head is buzzing with new ideas”
- “I found myself thinking ‘Am I being patient-centred?’ in every consultation the next day”
- “Thanks for volunteering to share in that learning example - for me that embodies the course spirit and why I wanted to enrol”
- Formal evaluation programme underway as partnership with UCLaN, including comparative evaluation with other programmes

# Cohort 2 – September 8 2022

- Waiting list already
- Fits with junior doctor rotation dates
- Recruiting now – closing date 22 June 2022
- Further plans for foundation programme?



# Thank you

[Helen.Cattermole@hee.nhs.uk](mailto:Helen.Cattermole@hee.nhs.uk)

<https://www.hee.nhs.uk/our-work/enhancing-generalist-skills>

