

Running a Skills Programme

Megan Roy
*London Deanery General Surgical Skills
Programme Manager*

Learning Objectives

- ▶ **Effective Performance:**
Recommend areas of improvement to promote patient safety and service quality
- ▶ **Minimally Invasive Surgical Technologies:**
Provide examples of procedures which are predominantly performed by a minimal access approach; Discuss the role of simulation-based learning in acquisition of these skills
- ▶ **Skill Acquisition, Training and Assessment:**
Recognise the technical considerations and limitations of simulation-based training and assessment

Clinical Skills Centre



London Deanery General Surgical Skills Programme

Approved by the Royal College of Surgeons in England and
practising clinicians

- ▶ Only Programme on this scale
- ▶ Approx 200 trainees attend monthly
- ▶ All trainees are ST3–ST6 level and practising clinicians
- ▶ All trainers are consultants
- ▶ Pan–London since 2008 – 5th year
- ▶ Visitors from across the globe

Caveats ...

The Need for a Skills Programme

By integrating



structured laboratory
training



surgical training

Allows skills acquisition in an environment that

- Does not compromise patient safety
- Does not raise difficulties about risk management

This approach will improve patient safety and meet public expectations on medical care.

Objectives

- ▶ To provide distributed laboratory training that matches the training stage in clinical practice and is tailored to the individual trainee's needs and abilities.
- ▶ To achieve a set of defined surgical competencies with exit criteria based on competence and educational objectives, rather than simply a 'time-served' criterion.

Pilot

- ▶ Carried out in NW Thames region

Pilot

- ▶ Carried out in NW Thames region
- ▶ Proof of concept

Pilot

- ▶ Carried out in NW Thames region
- ▶ Proof of concept
- ▶ Learned from mistakes!

Be Professional

- ▶ Project Management
- ▶ Risk Management
- ▶ Insurance

Location, location, location ...



Top Level Support

- ▶ Deanery funded
- ▶ Programme Management Board

- Chaired by Prof Standfield



- Programme Director is Prof Hanna
- Regional Training Programme Directors

MAKE IT COMPULSORY!!!

MAKE IT COMPULSORY!!!

- ▶ Protects the trainees from the hospital trusts
- ▶ Protects the patients from less self-aware trainees!

(It helps if it's free ..!)

Sponsorship

- ▶ Equipment
 - Loaned (e.g. Expensive hardware)
 - Consumables (e.g. Sutures)
- ▶ Workshops
 - Reduces costs
 - State-of-the-art



... but keep it within ethical guidelines

Skills Programme Team

- ▶ Manager
- ▶ Technician
- ▶ Model-maker
- ▶ Researcher



Trainers

- ▶ No Skills Centre 'in-house' faculty
 - ▶ Only the best will do ...
 - ▶ 6 weeks' notice
 - ▶ Even they need reminding!
-
- ▶ Assistant Trainers

Organisation of Trainee Groups

- ▶ Data requested from Deanery
- ▶ Trainees requested to email the weekday with fewest clinical commitments
- ▶ Max group size = 12 trainees
- ▶ Allocated on first-come, first-served basis
- ▶ Currently 9 groups of ST3/ST4 trainees
- ▶ Trainees at a distance allocated to an all-day group

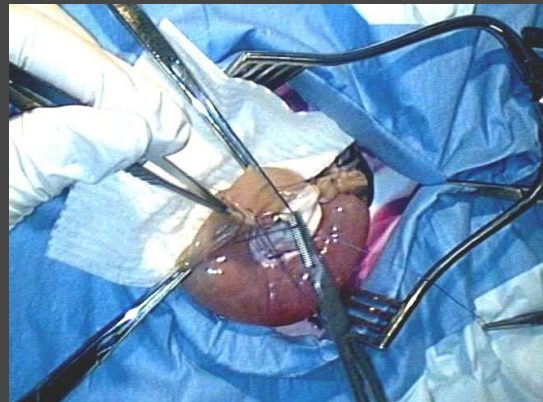
Flexibility

- ▶ Dates published at the start of the year
- ▶ Nine 'monthly' sessions – omitting Oct, Dec and Aug.
- ▶ 99% sessions delivered on the scheduled date ... but not necessarily to the scheduled trainee!!!

Trainees

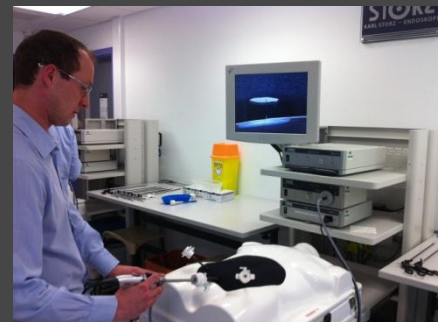
- ▶ Also need 6 weeks' notice
- ▶ Also need reminding!

Programme Content for ST3-ST4



Programme Content for ST5–ST6

- ▶ Breast trainees
- ▶ Colorectal trainees
- ▶ HPB/Upper GI trainees
- ▶ Vascular trainees
- ▶Endocrine trainees?



Animal tissue vs synthetic



- ▶ Cost
- ▶ Ethics
- ▶ Cadavers
- ▶ Actors



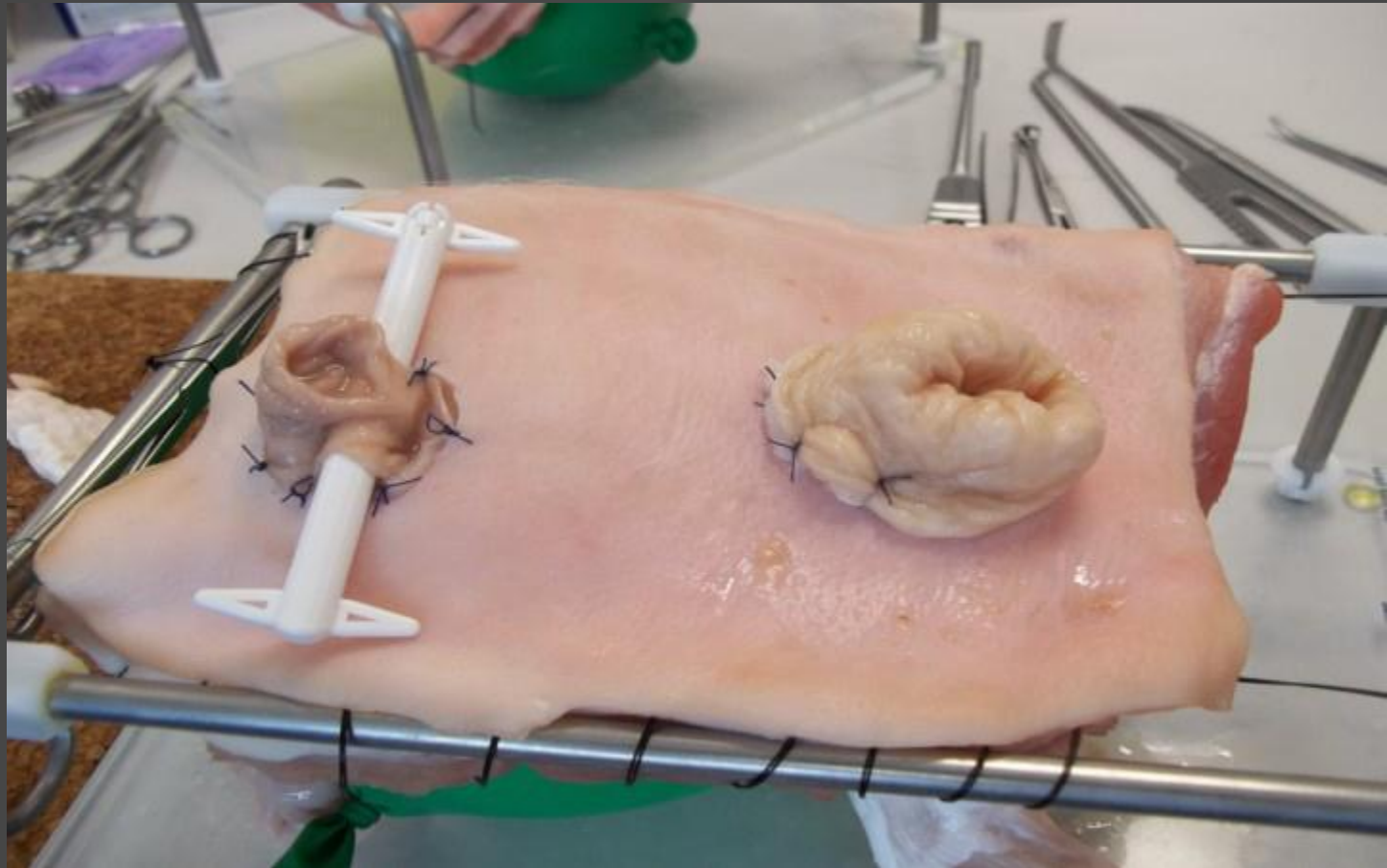
Don't Be Too Proud!

- ▶ Theatre remnants and ward rejects!
 - Non-sterile
 - Out-of-date

Creating a stoma using porcine tissue



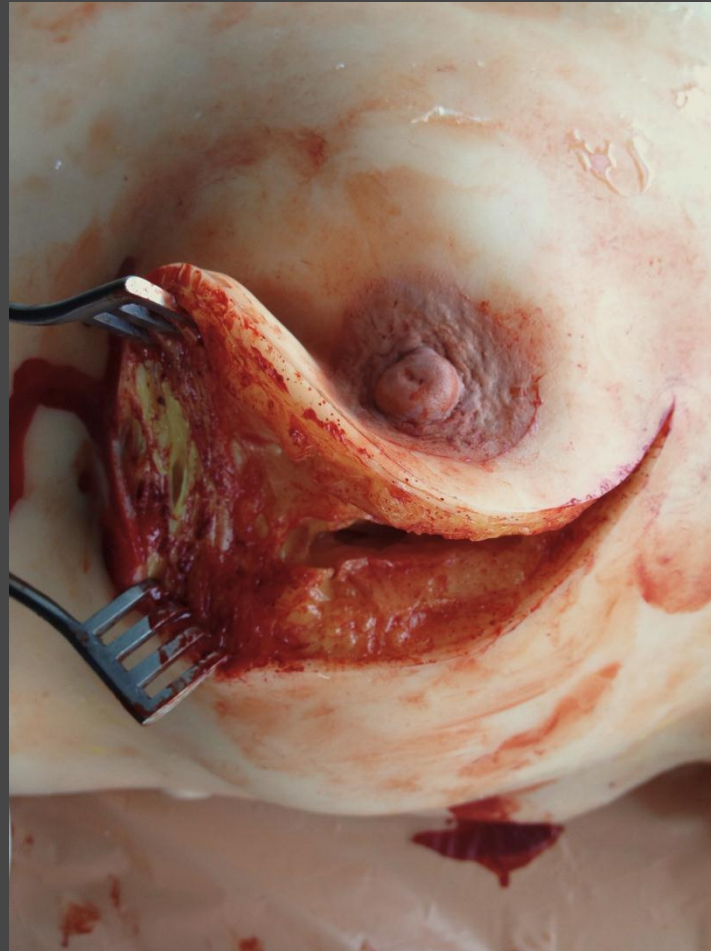
Stoma : finished procedure



Developing new models



New breast model



Trainee evaluation

Imperial College London

Clinical Skills Centre, St. Mary's Hospital, Paddington, London

Laparoscopic gastrojejunostomy
Mr Hakky

DAILY EVALUATION FORM
Wednesday 28th November, 2012

Select one option for each item

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The session has been well organised					✓
Overall, the teaching has been effective					✓
This type of session has been an effective way of teaching this subject					✓
The tutors have given clear and understandable instructions					✓
The instructional material/models provided have been excellent					✓
Sufficient time has been given to complete each task					✓
Material presented was at an appropriate level of difficulty					✓
I have become more competent in this area					✓
I would recommend this session to other trainees					✓

What suggestions do you have for change?

Outstanding teacher - very useful practical tips & techniques
Very patient, yet very thorough with constructive feedback

Other Documentation

**Attendance sheet for Friday 11th January, 2013
Month 2**

Scanned

Sent

Session title: Energy Sources in Surgery Workshop

Session trainer: Mr Willson

✓	Name		Signature	Region	ST Level	Clinical supervisor	Clinical supervisor email address
	Trainee	A		NW	ST3	Supervisor A	a@doctors.org.uk
	Trainee	B		SE	ST3	Supervisor B	b@gstt.nhs.uk
	Trainee	C		SW	ST4	Supervisor C	c@gmail.com
	Trainee	D		SE	ST4	Supervisor D	d@gstt.nhs.uk
	Trainee	E		NE	ST3	Supervisor E	e@nhs.net
	Trainee	F		SE	ST4	Supervisor F	f@nhs.net
	Trainee	G		SW	ST3	Supervisor G	g@imperial.nhs.uk
	Trainee	H		NW	ST3	Supervisor H	h@wsht.nhs.uk
	Trainee	I		SE	ST3	Supervisor I	i@nhs.net

Please check that all your details are correct and fill in any blank space

Feedback to Clinical Supervisor

London Deanery

**Imperial College
London**

Contact : Megan Roy
Programme Manager
General Surgical Skills Programme
Email m.roy@imperial.ac.uk
Tel: 020 3312 2249

28 November 2012

Dear Ms. [redacted],

Thank you for releasing your trainee, [redacted] to attend the London Deanery General Surgical Skills Programme session today.

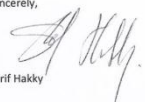
The topic was laparoscopic gastrojejunostomy.

As the consultant trainer for this session, I have the following comments about your trainee's performance, and suggestions for improvement:-

[redacted] has done very well and followed all the instructions.
He struggled with the slip knot to start with but was flying by the end of the session.
He needs to do more cases to improve his autonomy and knot throwing.

The Skills Programme team would be extremely grateful if you could discuss these comments with your trainee, and provide technical advice and support with the topic, to help your trainee achieve competency.

Yours sincerely,

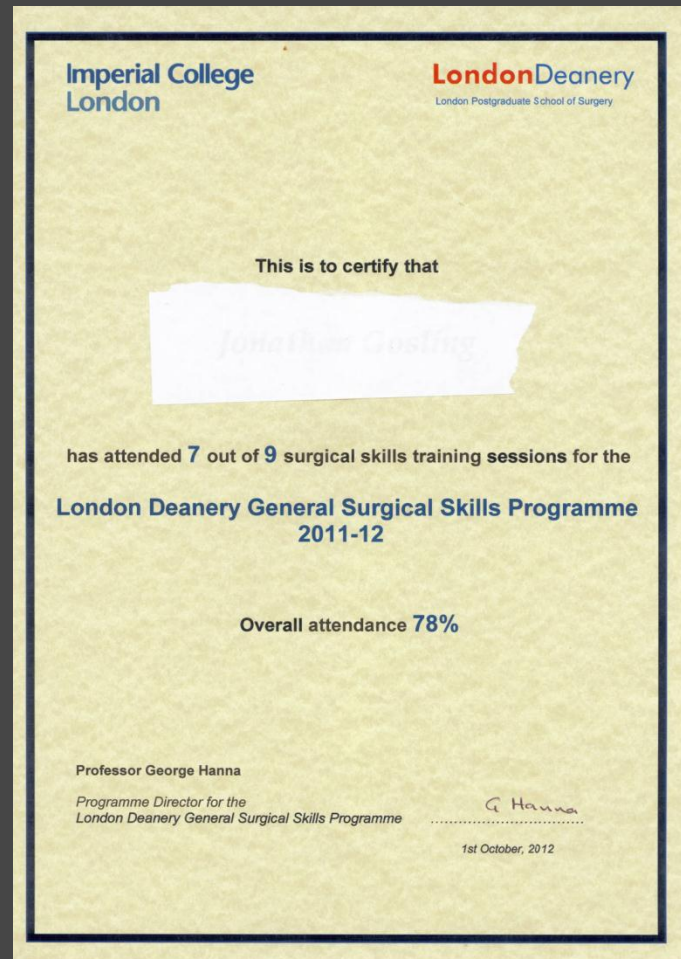

Mr. Sherif Hakky

Formal Assessment

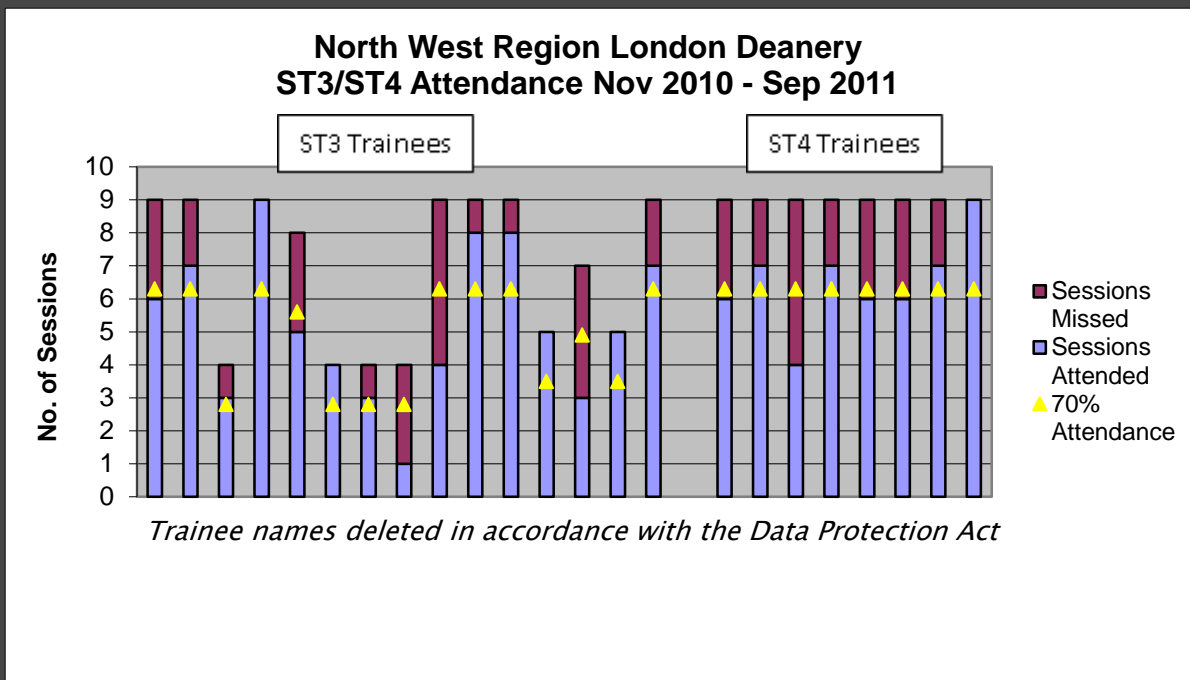
Included in ARCPs



Certificate

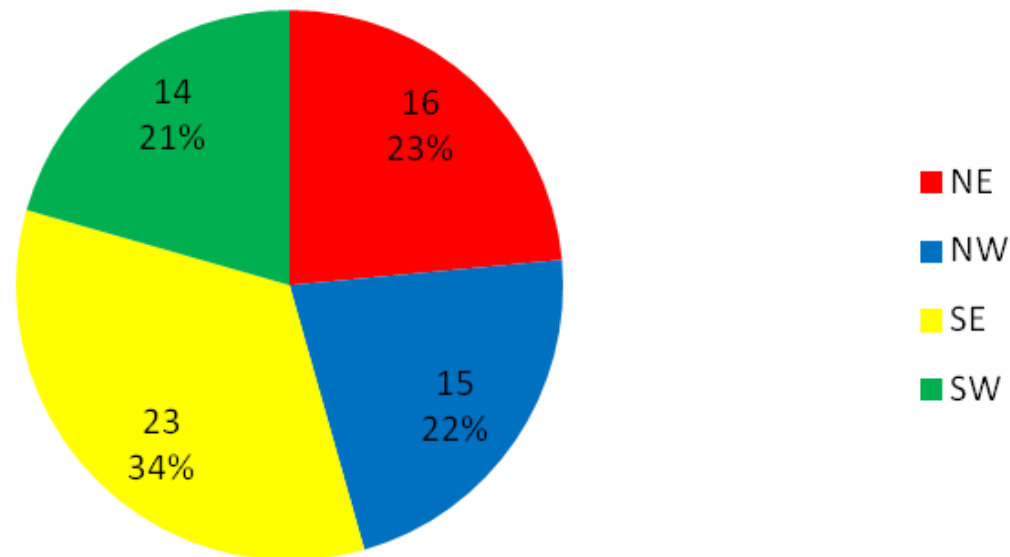


Management Information 1



Management Information 2

ST3 trainees by sector




Publications

Skills Programme Leaflet

Imperial College London LondonDeanery London Postgraduate School of Surgery

The London Deanery General Surgical Skills Programme at Imperial College London



The skills laboratory

Background

The London Deanery General Surgical Skills Programme has become part of the standard London general surgical registrars' training. Trainees in clinical practice attend for half a day every month. There are currently 100 trainees at ST3 and ST4 levels, and 75 trainees at levels ST5 and ST6.

The integration of structured laboratory training with surgical training allows skills acquisition within an environment that does not compromise patient safety, or raise difficulties about risk management. This approach will improve patient safety and meet public expectations on medical care.

Aims of the programme

- To provide distributed laboratory training that matches the training stage in clinical practice and is tailored to the individual trainee's needs and abilities.
- To achieve a set of defined surgical competencies with exit criteria based on competence and educational objectives, rather than simply a 'time-served' criterion.

Biannual Newsletter

Imperial College London LondonDeanery London Postgraduate School of Surgery

London Deanery
General Surgical Skills Programme News

Issue 6 June 2012

Stoma Formation and Siting

The London Deanery Training Programme includes a session on stoma siting. In clinical practice, too often a patient can be left with an awkwardly placed stoma which has to be managed for life.



Stoma formation

Stoma care nurses presented cases where bad stoma locations had led to patient problems. Actors were used as models to demonstrate how to improve the decision-making process. Trainees then created stoma from large bowel connected to porcine belly stretched over a balloon.



Stoma created from porcine belly and large bowel

ENT Training

Following the success of monthly general surgical skills teaching, London Deanery has funded specialist surgical training for ENT trainees. The training is led by Mr. Neil Tolley and Mr. Zaid Awad. Topics taught so far include:

- Skin flaps (using pigs' trotters)
- Bronchoscopy (using porcine lungs)
- Rhinocopy (using sheep's heads)

The bronchoscopy and rhinoscopy teaching sessions were made possible by the loan of endoscopic equipment from Karl Storz.

Energy Sources in Surgery Workshop

In December 2011 and again in February 2012, consultant Upper GI surgeon, Mr. Peter Wilson, in conjunction with Covidien, held an all-day workshop comprised of a series of lectures and hands-on sessions demonstrating the use of a range of energy devices in surgery.

Trainees found it invaluable to gain a deeper understanding of the theory behind tools they use in theatre, as well as trying out new equipment.

Due to popular demand, we intend to re-run this workshop next year.

Special points of interest:

- The Skills Programme appoints a medical model designer and existing new models are under development.
- ST3 and ST6 trainees are assessed and their performance is analysed by level and by gender.
- Ear, Nose and Throat videos start specialised London Deanery training programme.
- London sponsors Energy Devices in Surgery Workshop.
- Supplier of endovascular equipment bring their newest equipment to St Mary's Hospital, Paddington.
- New bulletins presented are added to the Programme for Upper GI (ST3 and ST6 value).

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Download: If you have any comments or enquiries about this newsletter or the Deanery General Surgical Skills Programme please contact the London Deanery General Surgical Skills Programme Manager (email h.roy@imperial.ac.uk or phone 020 3352 2249)

Page 1

Website

Believe it or not, this is the shortened version ...

<http://www1.imperial.ac.uk/medicine/divisions/surgeryandcancer>

Website

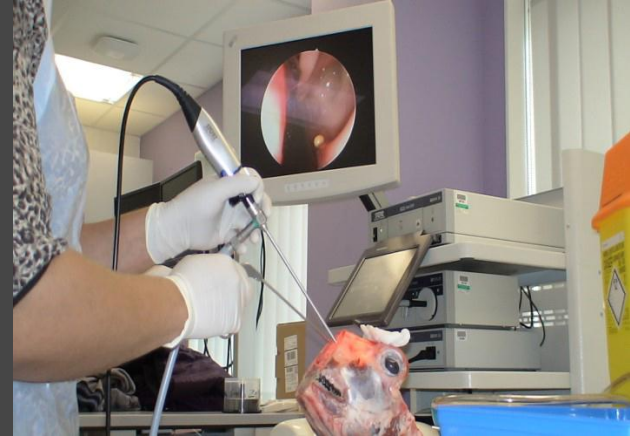
Believe it or not, this is the shortened version ...

<http://www1.imperial.ac.uk/medicine/divisions/surgeryandcancer>

Alternatively, go to the Imperial website <http://imperial.ac.uk>
and search for *Deanery skills*

Extension of Programme to other areas

- ▶ ENT
- ▶ Transplant
- ▶ Energy Sources Workshop



Any questions ?

