

Clinical & Educational Supervisors

Reappraisal Resources

Introduction

It is important that educational and clinical supervisors remain up to date with the curriculum, national developments, new educational theory and methods

This document has been produced to identify examples of suitable resources for supervisors of foundation trainees in Yorkshire and the Humber region. The resources have been mapped to the 7-criteria for trainer recognition advised by the [Academy of Medical Educators \(AoME\)](#) and supported by the [GMC](#).

There are many resources available so this list will not be exhaustive and there has been no deliberate inclusion or exclusion of resources.

If you would like to add any resources please contact:
foundation.yh@hee.nhs.uk

Contents

1. Ensuring safe and effective patient care through training	3
<i>Audit</i>	3
<i>Human Factors</i>	3
<i>Quality Improvement</i>	4
2. Establishing and maintaining an environment for learning	6
<i>Clinical/Educational Supervision</i>	6
<i>Doctors with Disabilities</i>	8
<i>Equality & Diversity</i>	9
<i>Less Than Full Time (LTFT)</i>	10
<i>Trainees Experiencing Difficulties</i>	10
3. Teaching and facilitating learning	11
<i>Simulation</i>	11
<i>Teaching</i>	12
4. Enhancing learning through assessment	13
<i>OSCEs</i>	13
5. Supporting and monitoring educational progress	14
<i>Giving Feedback</i>	14
<i>Trainees Returning to Practice</i>	15
6. Guiding personal and professional development	15
<i>Careers Support</i>	15
<i>Wellbeing & Resilience</i>	16
7. Continuing Professional Development as an educator	17

1. Ensuring safe and effective patient care through training

Audit

Reference

Healthcare Quality Improvement Partnership (HQIP)

Guide to involving junior doctors in clinical audit and quality improvement

<https://www.bsuh.nhs.uk/wp-content/uploads/sites/5/2016/09/Guide-to-involving-junior-doctors-in-clinical-audit-HQIP.pdf>

- Clinical audit tool to involve junior doctors to promote quality for better health services

Royal College of Physicians

Unlocking the potential: Supporting doctors to use national clinical audit to drive improvement

<https://www.rcplondon.ac.uk/file/9525/download?token=lqp7yMII>

- Clinical audit tool to involve junior doctors to promote quality for better health services

Human Factors

Face-to-face learning

FLP faculty of Human Factors

The Human Factor in Patient Safety

- Courses held regularly throughout the year across Yorkshire
- One-day training event exploring human factors in healthcare drawing from the aviation industry
- Contact leadership@yh.hee.nhs.uk to reserve spaces or check availability

NHS Improvement Academy

Human Factors – Silver

<https://improvementacademy.org/training-and-events/silver-human-factors-training.html>

E-learning

Coursera

Leading Healthcare Quality and Safety

<https://www.coursera.org/learn/quality-healthcare>

- Course offered by The George Washington University
- Free registration but certificate requires upgrade (screenshot completion page as evidence if required)

E-learning for Healthcare

NW – Simulation Faculty Development

<https://www.e-lfh.org.uk/>

- Requires free registration
- Module: An introduction to human factors and patient safety

Future Learn

Human Factors in a Healthcare Environment

<https://www.futurelearn.com/courses/human-factors-healthcare>

- Online module exploring how understanding human factors can improve patient safety
- Free registration but certificate requires upgrade (screenshot completion page as evidence if required)

NHS Improvement Academy

Bronze Human Factors Training

www.improvementacademy.org/training-and.../bronze-human-factors-training.html

- Online module to provide entry-level training on human factors
- Potentially extend to Silver human factors training which has face-to-face learning

Reference

Human Factors in Healthcare

Rosenom-Lanng, D.

- This book aims to increase understanding of human factors using the structured framework, SHEEP (Systems, Human interaction, Environment, Equipment and Personal factors)

Human Factors in Healthcare Learning podcasts ◀

<https://www.patientsafetylearning.org/resources/podcasts>

- Podcast featuring content from the Clinical Human Factors Group discussing patient safety

Patient Safety First

Implementing Human Factors in Healthcare

<https://www.guysandstthomas.nhs.uk/resources/education-training/sail/reading/human-factors.pdf>

- Comprehensive “How to Guide” exploring human factors within healthcare through a series of case studies

Quality Improvement

Face-to-face learning

NHS Improvement Academy

Achieving Behaviour Change workshop

<https://improvementacademy.org/training-and-events/achieving-behaviour-change-workshop.html>

- 1-day course on behaviour change theory and application to improvement projects

Silver Quality Improvement Training

<https://improvementacademy.org/training-and-events/silver-quality-improvement-training.html>

- 1-day course with opportunity to work through the stages of planning an improvement project
- Opportunity to complete Gold Quality Improvement Training

Statistical Process Control: SPC in Healthcare workshop

<https://improvementacademy.org/our-training/measurement-for-improvement-workshops.html>

- 1-day course to develop knowledge and skills in SPC charts to support the science of improvement

Understanding and Reducing Variation in Healthcare workshop

<https://improvementacademy.org/our-training/measurement-for-improvement-workshops.html>

- 1-day course on concept of variation within healthcare including discussion of different management strategies

Royal Colleges of Physicians

Quality Improvement Training for Consultants

<https://www.rcplondon.ac.uk/events?keys=quality%20improvement>

- 1-day quality improvement training course developed specifically for consultants
- Includes information on leading and supporting teams to develop basic knowledge and skills to improve the quality of patient care

E-learning

Coursera

Planning a Patient Safety or Quality Improvement Project (Patient Safety III)

<https://www.coursera.org/learn/patient-safety-project-planning>

- Course offered by John Hopkins University
- Free registration but certificate requires upgrade (screenshot completion page as evidence if required)

E-learning for Healthcare

Leadership for Clinicians: Medical Leadership (MLE)

<https://www.e-lfh.org.uk/>

- Requires free registration
- Online module as an introduction to quality improvement

Future Learn

Managing Change in a Healthcare Environment

<https://www.futurelearn.com/courses/managing-change-healthcare>

- Screen-shot completion of module as certificate requires upgrade
- Explore the issue of change in the healthcare environment and learn how to improve your response to change

Quality Improvement in Healthcare – The Case for Change

<https://www.futurelearn.com/courses/quality-improvement#section-dates>

- Screen-shot completion of module as certificate requires upgrade
- Introduction to quality improvement and complexity in healthcare covering models for improvement and evaluation techniques etc

NHS Improvement Academy

Bronze Quality Improvement Training

<https://www.improvementacademy.org/training-and-events/bronze-quality-improvement-training.html>

- Introduction to the basics of quality improvement to enable you to support your trainees planning and implementing change

Reference

Healthcare Quality Improvement Partnership (HQIP)

Guide to involving junior doctors in clinical audit and quality improvement

<https://www.hqip.org.uk/wp-content/uploads/2018/02/guide-to-involving-junior-doctors-in-clinical-audit-and-quality-improvement.pdf>

- Developed to support supervisors of foundation doctors who are expected to participate in clinical audits and to complete a quality improvement project

Institute of Healthcare Improvement

<http://www.ihl.org/education/IHIOpenSchool/resources/Pages/BobLloydWhiteboard.aspx>

- Collection of short videos demonstrating the key components of quality improvement

Life QI

<https://www.lifeqisystem.com/>

- Platform of purpose-built tools including driver diagrams, run charts and PDSA cycles
- Requires registration access using your trust email account

Royal College of Physicians

Learning to Make a Difference (LTMD)

<https://www.rcplondon.ac.uk/guidelines-policy/ltmd-toolkits>

- This pack provides the tools to support a trainee get started and complete a quality improvement project

Supervising Quality Improvement Projects – A Guide for Supervisors

<https://www.rcplondon.ac.uk/education-practice/courses/supervising-quality-improvement-projects-guide-supervisors>

- Screen-shot completion of module as certificate requires upgrade

2. Establishing and maintaining an environment for learning

Clinical/Educational Supervision

Face-to-face learning

Health Education England – Yorkshire and the Humber

TPD & ES Development Day

https://www.yorksandhumberdeanery.nhs.uk/faculty/tpd__es_development_days

- Half-day session for TPDs and educational supervisors on supervision, assessment and trainees in difficulty

Annual Y&H Foundation School Away day

- Contact the foundation school for further details

Miad Healthcare

Educational and Clinical Supervision Workshop (2-day course)

<https://www.miadhealthcare.com/library/regional-days-events/aome-educational-clinical-supervision.html>

Royal College of Physicians

Educational supervisor workshop and accreditation

<https://www.rcplondon.ac.uk/education-practice/courses/educational-supervisor-workshop-and-accreditation>

- 2-day workshop covering the essential skills for educational supervisors, objective setting, feedback and supporting underperforming trainees

Top-up training for educational supervisors

<https://www.rcplondon.ac.uk/education-practice/courses/top-training-educational-supervisors>

- Review the essential knowledge and skills for educational supervisors

Royal College of Surgeons

Training and Assessment in the Clinical Environment (TrACE)

<https://www.rcseng.ac.uk/education-and-exams/courses/search/training-and-assessment-in-the-clinical-environment-trace/>

- 1-day course covering advanced training and assessment skills
- Blended learning delivery method
- Covers wide range of topics with accompanying e-learning

E-learning

E-learning for Healthcare

Supporting Educational and Clinical Supervisors

<https://www.e-lfh.org.uk/>

- Requires free registration
- These sessions provide guidance for educational and clinical supervisors on how to manage the personalisation of work schedules, exception reporting and work schedule reviews

Future Learn

Clinical Supervision – Planning Your Professional Development

<https://www.futurelearn.com/courses/clinical-supervision-professional-development>

- Screen-shot completion of module as certificate requires upgrade
- Online course to identify your own learning needs as a clinical supervisor and create a personal development to address them

Clinical Supervision with Confidence

<https://www.futurelearn.com/courses/clinical-supervision-with-confidence>

- Screen-shot completion of module as certificate requires upgrade
- Online course to help you become a more effective clinical supervisor or educator
- Mapped to competences within the Academy of Medical Educators' framework for professional development

Miad Healthcare

Teaching and Supervision e-learning modules

<https://www.miadhealthcare.com/library/elearning/teaching-and-supervision.html>

- Wide range of e-learning courses from appraisal to supporting career development

Reference

General Medical Council (GMC)

https://www.gmc-uk.org/-/media/documents/DC4341_Handbook_for_medical_supervisors.pdf_59327439.pdf

- Practical advice for medical supervisors who are monitoring and reporting to the GMC about the health of a doctor with restrictions on their practice.

Gold Guide: A Reference Guide for Postgraduate Specialty Training in the UK

https://www.copmed.org.uk/images/docs/gold_guide_7th_edition/The_Gold_Guide_7th_Edition_January__2018.pdf

- Framework of clear principles for the operational management of postgraduate specialty training

Horus e-portfolio

<https://supporthorus.hee.nhs.uk/video-tutorials/>

- A series of video tutorials to support use of the e-portfolio

Royal College of Physicians

Exception reporting guidance

<https://www.rcplondon.ac.uk/projects/outputs/exception-reporting>

- Guidance for trainees, supervisors and guardians of safe working on exception reporting

Royal College of Radiologists

Guidance for Departmental Induction

https://www.rcr.ac.uk/sites/default/files/clinical_oncology_induction_guidance_july_2016.pdf

- Developed for Clinical Oncology Trainees but applicable to levels of trainees including foundation doctors
- Includes advice on starting on a training programme, returning after 6 months absence and changing rotations

Doctors with Disabilities

E-learning

Disability Matters

NHS Employers: Supporting Disabled Staff (for managers)

<https://www.disabilitymatters.org.uk/Catalogue/TileView>

- Online resource for supervisors to support those with disabilities covering both physical and hidden disabilities

Reference

British Medical Association

Reasonable adjustments for students and doctors with disabilities

<https://www.bma.org.uk/advice/work-life-support/your-wellbeing/reasonable-adjustments>

- Summary of information regarding adjustments that should be made in the workplace for doctors with disabilities

General Medical Council

Gateways to the professions

<https://www.gmc-uk.org/education/standards-guidance-and-curricula/guidance/gateways-to-the-professions>

- Guidance regarding disabled people in medicine
- Targeted mainly at medical schools but lots of resources relevant to doctors in training

Health Education England – Yorkshire and the Humber

Access to dyslexia support

https://www.yorksandhumberdeanery.nhs.uk/sites/default/files/access_to_dyslexia_support_protocol_v5_may_2019.pdf

- Guidance on the local protocol for referring junior doctors with suspected dyslexia and sources of support

Hope 4 Medics

Help in Obtaining Professional Equity

<http://www.hope4medics.co.uk/adaptations.php>

- Advice on adaptations for doctors with disabilities developed by a doctor with visual impairment

NHS Dumfries & Galloway

Doctors with Dyslexia – Advice for trainers

<https://www.dgeducationcentre.co.uk/wp-content/uploads/2017/03/Doctors-with-Dyslexia-Advice-for-Supervisors.pdf>

- Advice based on a study of foundation year doctors with dyslexia

Equality & Diversity

E-learning

Advisory, Conciliation and Arbitration Service (ACAS)

Equality & Diversity

<https://elearning.acas.org.uk/course/>

- Free to access, requires registration
- Not healthcare specific

Doctors.net

Equality and Diversity

<https://www.doctors.net.uk/ecme/wfrmNewIntro.aspx?moduleid=1748>

- Accredited by RCGP
- Requires doctors.net account to access education modules
- Exploring new models to provide feedback to and support trainees

Reference

Creating Supportive Environments

<http://www.aomrc.org.uk/reports-guidance/creating-supportive-environments/>

- Produced by the Academy of Medical Royal Colleges' Trainee Doctors' Group
- This report focuses on the current efforts to tackle bullying and undermining within the medical workforce

Less Than Full Time (LTFT)

E-learning

E-learning for Healthcare

Supervision of Less Than Full Time Trainees (LTFT)

<https://www.e-lfh.org.uk/>

- Requires free registration
- This programme is designed to equip educational supervisors of LTFT doctors and raise awareness of the supervisor's responsibilities

Reference

British Medical Association

Less than full time guidance

[https://www.bma.org.uk/-](https://www.bma.org.uk/-/media/files/pdfs/developing%20your%20career/bma%20less%20than%20full%20time%20guidance.pdf)

[/media/files/pdfs/developing%20your%20career/bma%20less%20than%20full%20time%20guidance.pdf](https://www.bma.org.uk/-/media/files/pdfs/developing%20your%20career/bma%20less%20than%20full%20time%20guidance.pdf)

- Guidance developed as a single source of support to answer trainees' questions about less than full time training
- This provides a good introduction to less than full time training

Health Education England: Yorkshire and the Humber

Less Than Full-time Training

https://www.yorksandhumberdeanery.nhs.uk/sites/default/files/less_than_full_time_training_policy.pdf

- Yorkshire and the Humber's policy on Less Than Full-time Training

NHS Employers

Doctors in flexible training

[https://www.nwpgmd.nhs.uk/sites/default/files/doctorstraining_flexible_principles\[1\].pdf](https://www.nwpgmd.nhs.uk/sites/default/files/doctorstraining_flexible_principles[1].pdf)

- Principles underpinning the new arrangements for flexible training
- Includes an example of an appeals form and relevant legislation

Trainees Experiencing Difficulties

Face-to-face learning

Royal College of Physicians

Supporting the underperforming trainee

<https://www.rcplondon.ac.uk/education-practice/course/supporting-underperforming-trainee>

- Workshop aimed at supervisors who would like information, guidance and support to recognise and support underperforming trainees

E-learning

Health Education England – North Central and East London

Managing the trainee in difficulty

<https://faculty.londondeanery.ac.uk/e-learning/managing-poor-performance>

- Online learning covering the types of difficulties that trainees may experience and the range of potential interventions strategies that may be adopted by supervisors

Reference

Health Education England: Yorkshire and the Humber

Trainees Experiencing Difficulties

https://www.yorksandhumberdeanery.nhs.uk/general_practice/educators/trainees-experiencing-difficulties

- Yorkshire and the Humber's Foundation School information and guidance on supporting trainees experiencing difficulties

National Association of Clinical Tutors

Supporting Trainees: A Guide for Supervisors

<http://www.nact.org.uk/getfile/8153/>

- Practical advice for supervisors in managing doctors who require extra support

3. Teaching and facilitating learning

Simulation

Face-to-face learning

Royal College of Anaesthetists

Anaesthetists as Educators: Simulation Unplugged

<https://www.rcoa.ac.uk/anaesthetists-educators-aae/aae-simulation-unplugged>

- 1-day course for those interested in developing their knowledge and skills in teaching educational Simulation

E-learning

E-learning for Healthcare

NW – Simulation Faculty Development

<https://www.e-lfh.org.uk/>

- Requires free registration
- Introduction to simulation-based learning for faculty

Educator Training Resources (ETR)

<https://www.e-lfh.org.uk/>

- Requires free registration
- Module: Ensuring Safe and Effective Patient Care Through Training
 - Using Simulation in Health Professions Education
- Guidance on how to develop and improve practical skills in trainees including the common uses of simulation in clinical education settings

Reference

Royal College of Physicians

<https://www.rcplondon.ac.uk/education-practice/course/getting-most-simulation-debriefing-and-scenario-writing-simulation-0>

- Guide on how to get the most out of simulation debriefing and scenario writing in simulation

Thames Valley and Wessex Scenario library

http://www.oxforddeanery.nhs.uk/about_oxford_deanery/clinical_simulation_training/clinical_simulation_scenarios/foundation_years.aspx

- Library of scenarios for simulation teaching

Teaching

Face-to-face learning

Health Education England – Yorkshire and the Humber

Training the Trainers/ Teaching the Trainers/ Teaching the Medical Educator/
<https://www.maxcourse.co.uk/HEEYHME/guestHome.asp>

- Variations on the same teaching from different providers
- Interactive 2-day or 3-day courses covering a wide range of topics

Regional Training Days Teaching the Teacher courses

- Please contact your local foundation administrator for information
- 1-day course to cover the teaching of the selected regional training day
- This will allow you to teach on the specified regional training day

Royal College of Physicians

Doctors as Educators workshop

<https://www.rcplondon.ac.uk/education-practice/course/doctors-educators-workshops>

- Interactive 1-day and 2-day “Teach the teacher” workshops involving discussions and problem-based activities

Royal College of Surgeons

Training the trainers: Developing Teaching Skills

<https://www.rcseng.ac.uk/education-and-exams/courses/search/training-the-trainers-developing-teaching-skills/>

- Interactive course to improve your skills as a trainer in planning, developing, delivering and evaluating surgical training

Postgrad.com

<https://www.postgrad.com/courses/medical-education/uk/any-attendance/masters/>

- Summary of most postgraduate programmes for medical/clinical education
- Teaching ranges from complete face-to-face, mixed or distance learning
- Please be aware this does not cover all available courses but represents a good starting place

E-learning

Coursera

Teaching and Assessing Clinical Skills

<https://www.coursera.org/learn/clinical-skills?action=enroll&authMode=signup>

- Course offered by The University of Michigan
- Free registration but certificate requires upgrade (screenshot completion page as evidence if required)

E-learning for Healthcare

Educator Training Resources (ETR)

<https://www.e-lfh.org.uk/>

- Requires free registration
- Wide range of e-learning resources to support the professional development of educators

Future Learn

Clinical Supervision – Teaching and Facilitating Learning

<https://www.futurelearn.com/courses/clinical-supervision-teaching-facilitating>

- Screen-shot completion of module as certificate requires upgrade
- Online course on creating a conducive learning environment and facilitating effective learning

Blended Learning Essentials

<https://www.futurelearn.com/programs/blended-learning-essentials>

- Screen-shot completion of module as certificate requires upgrade
- Essential resources for teachers, trainers and managers developing blended learning approaches

Reference

Medical Education podcasts ◀

<https://medicaleducation.podbean.com/>

- Podcasts from the journal *Medical Education* covering a wide range of topics

Royal College of Physicians

Acute care toolkit 5

<https://www.ucl.ac.uk/medical-school/sites/medical-school/files/rcp-amu-toolkit.pdf>

- Guidance for teaching on the acute medical unit

The Clinical Teacher podcasts ◀

<https://podcasts.apple.com/gb/podcast/podcasts-from-the-clinical-teacher/id430333609?mt=2>

- Podcasts from the journal *The Clinical Teacher* covering a wide range of topics

4. Enhancing learning through assessment

OSCEs

Face-to-face learning

University of Leeds

OSCE examiner training

<https://medicinehealth.leeds.ac.uk/dir-record/short-courses/501/osce-examiner-training>

- 3-hour workshop outlining the role of the examiner in OSCE examinations, standards for students and discussion about variation
- Required to attend OSCE examinations at the University of Leeds
- Training requires repeating every 3 years

University of Sheffield

OSCE examiner training

https://www.sheffield.ac.uk/aume/staff_development/osce_examiner

- 3.5-hour workshop including an introduction to the principles, purpose and process of assessment in relation to OSCE examinations
- Required to attend OSCE examinations at the University of Leeds
- Training requires repeating every 3 years

5. Supporting and monitoring educational progress

Giving Feedback

Face-to-face learning

Health Education England – Yorkshire and the Humber

Training the Trainers/ Teaching the Trainers/ Teaching the Medical Educator/
Teaching and Supporting Learning

<https://www.maxcourse.co.uk/HEEYHME/guestHome.asp> (requires registration)

- Variations on the same teaching from different providers
- Interactive 2-day or 3-day courses including specific advice on feedback

E-learning

Future Learn

Clinical Supervision – Assessing and Providing Feedback

<https://www.futurelearn.com/courses/clinical-supervision-assessment-feedback>

- Screen-shot completion of module as certificate requires upgrade
- Exploring new models to provide feedback to and support trainees

Health Education England – North Central and East London

How to Give Feedback

<https://faculty.londondeanery.ac.uk/e-learning/feedback/>

- Practical advice on how to improve the feedback you give to better motivate and develop learners' knowledge, skills and behaviours

Royal College of Psychiatry

Giving Feedback to Trainees

<http://www.psychiatrycpd.co.uk/learningmodules/givingfeedbacktotrainees.aspx>

- Requires RCPsych/RCP/OpenAthens account
- Covers principles of giving feedback including scenario-based video clips

Reference

Academy of Medical Royal Colleges

Improving Feedback and Reflection to Improve Learning: A Practical Guide for
Trainees and Trainers

<https://www.aomrc.org.uk/reports-guidance/improving-feedback-reflection-improve-learning-practical-guide-trainees-trainers/>

- Practical information for trainees and trainers on how self-reflection, feedback from trainers and trainer's self-reflection can improve the performance of formative Workplace Based Assessments (WBAs)

How to give and receive feedback effectively (Breathe Journal)

Hardavella, G., Aamli-Gagnat, A., Saad, N., Rousalova, I., & Sreter, K.B.H

<https://breathe.ersjournals.com/content/13/4/327>

- Summary of types of feedback, roles, models and barriers to effective feedback

Trainees Returning to Practice

Reference

Academy of Medical Royal Colleges

Return to Practice Guidance 2017

<http://www.aomrc.org.uk/reports-guidance/revalidation-reports-and-guidance/return-practice-guidance-2017-revision/>

- This report highlights the importance of a good procedure for doctors' returning to practice
- Practical advice on promoting safe return to practice after a period of absence
- https://www.yorksandhumberdeanery.nhs.uk/learner_support/supported_return_to_training

Health Education England – Yorkshire and the Humber

Supported Return to Training (SuppoRTT)

https://www.yorksandhumberdeanery.nhs.uk/learner_support/supported_return_to_training

- Includes guidance on supporting trainees returning to clinical practice, frequently asked questions and relevant forms

6. Guiding personal and professional development

Careers Support

Face-to-face learning

HEE Coaching training

https://www.yorksandhumberdeanery.nhs.uk/learner_support/coaching

- 7-day course to become a coach in Yorkshire and the Humber

E-learning

E-learning for Healthcare

Educator Training Resources (ETR)

<https://www.e-lfh.org.uk/>

- Requires free registration
- Module: Guiding Personal and Professional Development
 - Supporting Career Conversations for Educators
- This programme is designed to equip educational supervisors of LTFT doctors and raise awareness of the supervisor's responsibilities

Reference

Career Counselling

Nathan, R., & Hill, L.

- Advice on skills and techniques to support careers counselling of junior doctors

Careers Research and Advisory Centre (CRAC)

Straight Talking: Effective Career Discussions at Work

<https://secure.toolkitfiles.co.uk/clients/29820/sitedata/Branded%20Publications/straighttalkingeffective.pdf>

- Advice on how to have effective career discussions in the workplace
- Not healthcare specific

Guiding Doctors in Managing Their Careers: A toolkit for tutors, trainers, mentors and appraisers

Chambers, R., Mohanna, K., Thornett, A., & Field, S.

- Toolkit to help those who are in a position of providing careers information, advice or guidance to doctors

Health Education England

Medical and Dental Careers Strategy

<https://www.nwpgmd.nhs.uk/sites/default/files/MDRS%20Careers%20Strategy%20July%202016%20%281%29.pdf>

- Advice for best practice and priorities for careers development within the UK Mental and dental workforce

My Career Planning Audit Tool

https://www.eastmidlandsdeanery.nhs.uk/sites/default/files/14748128151_career_audit_tool.pdf

- Questionnaire to use with trainees to prompt discussions, review progress and explore areas for further development
- May be used during PDP setting and general meetings

North West: Supporting Others in Career Planning

https://www.nwpgmd.nhs.uk/careers_advice/supporting_others_in_career_planning

- Quick tips on giving careers support to trainees and some additional resources

The ROADS to success

<http://cmec.info/wp-content/uploads/2011/07/Roads-To-Success1.pdf> (access via the Chichester Medical Education Centre)

- A practical approach to career management for medical students, foundation trainees (and their supervisors)
- Guidance on how best to support trainees in planning their careers

Wellbeing & Resilience

Face-to-face learning

Health Education England – Yorkshire and Humber

An introduction to Mindfulness

- Contact SuppoRTT for further details (supportt.yh@hee.nhs.uk)
- An introduction to the key principles of mindfulness meditation practice

E-learning

E-learning for Healthcare

An introduction to Mindfulness

<https://www.e-lfh.org.uk/>

- Requires free registration
- This course provides an overview of mindfulness including a definition, evidence for it and where to access further resources

Future Learn

Mindfulness for Wellbeing and Peak Performance

<https://www.futurelearn.com/courses/mindfulness-wellbeing-performance>

- Screen-shot completion of module as certificate requires upgrade
- Learn mindfulness techniques to reduce stress and improve your wellbeing and work/study performance

Reference

Chartered Institute of Personnel and Development

<https://www.cipd.co.uk/knowledge/fundamentals/emp-law/harassment>

- Good practice recommendations and guidance on bullying and harassment in the workplace
- Includes guides, podcast episodes, factsheets and case law
- Not healthcare specific

Health Education England – Yorkshire and Humber

Wellbeing Resources

https://www.yorksandhumberdeanery.nhs.uk/sites/default/files/well-being_resources_2.pdf

- Extensive guide of resources to support doctors in maintaining their health and wellbeing

Second Victim Support website

<http://secondvictim.co.uk/>

- Collection of short case stories and resources for healthcare professionals involved in a significant incident.

7. Continuing Professional Development as an educator

See [Teaching](#) section (3. Teaching and facilitating learning)