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General  
Medical  
Council

## GMC validation process begins

In February, the first visit by the General Medical Council (GMC) Validation team occurs. The team will be visiting Keele and our satellite sites, including some GP surgeries, over the period from February to June 2007, as part of the process of validating the new Keele undergraduate medical curriculum.

Shrewsbury, Stafford, University Hospital of North Staffs, and our GP tutors, for their co-operation and help during the validation process. The GMC team, which consists of a mixture of medical and lay people, will visit again over the next couple of years as the new curriculum is developed.

The School is busy preparing for these visits, and we are very grateful to all our staff, our students, our linked stakeholders at



## New Staff Appointments

Contact details for all staff members can be found at: [http://www.keele.ac.uk/depts/ms/staff\\_info/](http://www.keele.ac.uk/depts/ms/staff_info/)

### Keele Campus

#### Sue Cartwright – Administrative Assistant (Community)

Sue joined the Community Education team in October 06 after working in the Vice-Chancellor's Office where she was PA for 2 Pro Vice-Chancellors. Her main remit will be to provide administrative support to the Early Experience programme and allocation of placements to students in Years 1 and 2.

#### Gemma Bailey – Anatomy Technician

Gemma joined the Anatomy team in April '06, until then she had been working within UHNS in the Histopathology unit. Gemma will be giving technical support within the Anatomy facility i.e. helping to prepare for practical classes, embalming and helping to produce a wide range of teaching resources needed to enhance the Anatomy teaching provision within the School of Medicine.

#### Sarah Philpott – Administrator to Senior Management Team (including the Head of School)

Sarah was appointed as Administrator in March 06 and is the main administrator for Professor Hays and the Senior Management Team. It's a complete change from her previous role as a Flooring Manager for an interior design company in Sandbach but she is fitting in really well and is enjoying the challenges given to her.

#### Paula Franks – Assessments Assistant

We welcomed Paula to the Assessments Office at the Keele Campus in August 2006. She will be providing administrative support for all the various forms of assessment, initially for Years 1 & 2 of the course, with this increasing to cover the later years in the future.

#### Two new senior administrative appointments.

The School is delighted to announce the appointment of two senior administrative posts to support the School Business Manager in her role.

Firstly, a new **Undergraduate Manager**, who is **Annette Machin**. Annette has been Office Manager at the Keele site for 4 years, and will be taking up her new role shortly. Her new responsibilities will cover the support of the undergraduate curriculum on all School sites.

Secondly, the new post of **Education Office Manager** for the School has been filled by **Kirsty Hartley**, who was previously Assessment Administrator at the Keele site. The Education Office will include the functions of assessment, curriculum development, learning technology, and quality assessment for the whole School. Kirsty will take up her role on 19<sup>th</sup> February.

### Hospital Campus

#### Gemma Tellwright & Emma Foxhall – Receptionist/Administrative Assistant

Gemma and Emma were appointed in August 2006 as our new Receptionists/Administrative Assistants the Clinical Education Centre. They share the provision of reception services for the

building in conjunction with the School of Nursing & Midwifery receptionists. Emma and Gemma have already become key to the smooth running of this busy reception. In addition, they both support the Timetabling and Room Booking Administrator with general office duties, and support the administration team as a whole during busy times of the year.

#### Hayley Graham – Administrative Assistant

Hayley joined the administrative team at the Hospital Campus in July 2006. She provides administrative support to the Trust Liaison Manager, Office Manager and in particular the Director of Student Support. Hayley is the first point of contact for arranging student support appointments at the Hospital Campus and takes an active role supporting the Director of Student Support in conjunction with Fliss Dunn at the Keele Campus.

#### Jane Walker – Clinical Skills Lab Technician/Administrator

Jane joined the support team at the Hospital Campus in December 2006. She is based in the Clinical Education Centre, Clinical Skills Laboratory and provides support to all users of the Skills Lab working with the School of Nursing & Midwifery Technician. One of Jane's main tasks is to ensure that relevant equipment is ready, assembled, maintained and cleared away for all teaching sessions and that rooms are booked appropriately.







## New Academic Appointments

### **Lauren Brooks – Lecturer in Health Sociology**

Lauren joined us in September 06 to assist with the development of the new curriculum, specifically to ensure an appropriate contribution and balance of social science in both teaching and assessment.

### **Dr Fahmy Hanna – Year 3 Assessment Office and Dr David Wilcock – Assessment Development Officer for Curriculum 2007**

The School has made two appointments in the education office to boost our capacity to develop and deliver the assessment activity that underpins student learning.

**Dr Fahmy Hanna** has been appointed as the Year 3 Assessment Officer. This is an important role that takes over from Manchester Medical School staff to direct assessment in our first Year 3 of the validated programme. Although we are delivering essentially the same course as that in Manchester, we are now responsible for the selection, marking and quality control of assessment items used for Keele students. The programme here is a little different from that in Manchester in the clinical setting, resources and delivery, so it is important that we assess what students are supposed to learn here to the same standard as that of the Manchester course elsewhere. Dr Hanna will continue to be seconded from his principal appointment as a Consultant Endocrinologist at UHNS.

**Dr David Wilcock** has been appointed to a post that will develop assessment methods and items for the new Keele curriculum. This is also a

challenging post, as we are likely to use some different assessment methods to the validated course, and these will need careful selection against the learning objectives to ensure the best match. There are also a lot of past assessment items that are being reviewed to see if they can be adapted and used in the new curriculum. There are many gaps however, so the education office will be conducting assessment item writing activities to ensure that our new curriculum is assessed appropriately. Dr Wilcock will continue to be seconded from his principal appointment as a Consultant Neuroradiologist at UHNS.

### **Claire Kelsall – Clinical Skills Teacher**

Claire is a welcome addition to the Clinical Skills Team at the Hospital Campus since July 2006. She works part-time as part of the skills team and supports the Clinical Skills Co-ordinator by delivering clinical skills teaching to students within the skills laboratory. She plays a key role supporting and facilitating students' skills development in clinical practice.

### **Professor Bob McKinley – Director of Academic Primary Care**

Bob McKinley takes up his post as Director of Academic Primary Care on 1st March 2007 and we look forward to welcoming him to the team. Bob was previously at Leicester Medical School, where he worked for 17 years in a combination of teaching, research, clinical and management roles. Professor McKinley's research interests are in medical education, particularly assessment and so should complement the curriculum development process we are currently engaged in for our new

curriculum. This is an important appointment as it allows the bringing together across both the School and the PCHS research Institute a substantial, strong and vibrant academic primary care group.

### **Dr. Steve Capey – Teaching Fellow in Biomedical Science**

Steve Capey has recently been appointed as Teaching Fellow in Biomedical Science and takes up his post on 5<sup>th</sup> February. Steve will be joining our team of biomedical scientists at the Keele site, providing teaching mainly for years 1 & 2 of the course.

### **Dr. Ruth Dann – Curriculum Project Officer**

We welcomed Ruth to the School in January 2007, as Curriculum Project Officer. Ruth will be working closely with all staff involved in the development of the new undergraduate curriculum at Keele. She previously worked in the Education Department at Keele.

## Staff Gaining Qualifications

Congratulations to Sarah Philpott for passing her ECDL

## Staff Updates

### **Steve Harper – IT/AV Technician**

Having completed his 2-year Modern Apprenticeship, Steve is now a permanent member of the IT team. He has fitted into his new role very well, and the skills he has built during his training are now invaluable in helping us to deliver an effective IT support service to staff and students. Steve is continuing to study for higher qualifications in IT.

## Ethics news at Keele

### Transatlantic success

Two Keele medical students will be heading for Yale next summer to do internships at the Interdisciplinary Center for Bioethics at Yale University (New Haven, Connecticut). Sukhvans Sandhu and Nicola Murphy are to be congratulated on being accepted on to the programme. Lauragene Lyons, Director for Corporate and Foundation Relations for Science and Technology at Yale, says "the Center is delighted at the participation of these students and we would very much like for this exchange to continue and even grow". Our students will be spending at least 10 weeks there, living on campus, attending a study programme at the Institution for Social and Policy Studies, and working on their projects. Carol Pollard, Associate Director at the Center, who leads the summer intern programme is arranging for our students to have a mentor, who will be a Yale faculty specialist. At the end of the programme students will submit their fourth year projects (on ethics, genetics and assisted reproduction) for

accreditation at Keele. Dr Roger Worthington, who is their supervisor at Keele, has been a member of the centre at Yale for six years and given presentations there in the past.

Last year Pramod Puttyah, then a fourth year medical student at Keele, went to Rome on a visit organised by the British Consulate on our behalf to research into health policy and law on assisted conception. Pramod is now in India on his final year elective and hopes to write up his findings for publication. He is voluntarily extending his project to include India as well as Italy and the UK as part of the policy review. Students sometimes do go on to do further studies after completing their fourth year projects but in the past there has been no ethics option. Roger is keen for students to be able to extend their field of experience beyond the clinical and investigate other dimensions of medical practice. Medical law and ethics is not an 'optional extra' at Keele and the subject will be fully integrated into the new curriculum when it starts in September 2007. This should give all students a grounding in the subject, which will hopefully stand them in good stead in

years to come. This is especially important against the background of professional revalidation, some form of which will not be long coming.

Standards of good medical practice recently hit the headlines when in October 2006, the General Medical Council (UK) launched a new version of its core guidance for doctors, Good Medical Practice. As the Guardian quoted [Tough ethical code imposed on doctors October 24, 2006] "New guidelines are not rigid rules, but are intended to encourage doctors to think through their behavior ... and to be honest and act with integrity". This includes doctors restraining from forming "inappropriate" relationships with patients and former patients, something which under newly defined standards, the GMC could well decide to investigate.

Roger, our healthcare law and ethics lead, is an adviser on standards and ethics at the GMC, and has an inside view of the process of drafting ethical guidance, a process which from start to finish takes an average of two years. In terms of work in hand at the GMC new guidance is currently out to public consultation on treating children and substantially re-written and updated guidance on consent and shared decision-making is in preparation and will be issued towards the end of 2007.

*Roger Worthington*  
Oct 31, 2006



Sukhvans Sandhu







### **Fifth Year Medical Student awarded Prize for Research Project**

Andrew Williams, who is in his final year of undergraduate medicine at Keele, has recently been awarded a prize by the Arthritis Research Campaign, for the research project he undertook during his fourth year of study, in the summer of 2006, entitled "An Audit of the Anti-TNF Service for Patients with Rheumatoid Arthritis". Andrew's research project was supervised by Dr. Andrew Hassell, consultant rheumatologist at the Haywood Hospital and Director of Undergraduate Programmes at the School of Medicine.

### **Fund Raising Event**

The School of Medicine had a fund raising day in aid of Children in Need. Staff were allowed to dress down i.e. jeans, T-Shirts etc. for a £1 donation and a very large Shrek toy was kindly donated which was the prize for a "Guess The Number" competition.

Ruby Baig - Year 2 Medical Student picked the lucky number 36 and therefore won the handsome chap.

A total of £75.86 was raised across both sites.

### **ISO Article Oct 2006**

October 3<sup>rd</sup> 2006 saw our second ISO surveillance visit by SGS Consultant Colin Mellor. Colin came to review all procedures in relation to Community, Electives and Quality Records. The School yet again passed with flying colours with only three observations made and was congratulated on many strong areas of continuous improvement.

The Schools next surveillance visit is April 26<sup>th</sup> 2007.

Once again, thanks to everyone involved.

*Hayley Gratty*  
Quality Administrator



## The Foundation Programme

### **Background to the development of the Foundation Programme**

The Pre-Registration House Officer post (PRHO) has been in existence for over 50 years. This was introduced initially to enable medical graduates to apply their knowledge to widen the new doctor's experience under guidance and supervision. Despite some criticisms in the Merrison Report, which highlighted deficiencies in organisation, ill-defined roles and inadequacies in the relationship between education and service provision, the aims, objectives and structure of this year had remained relatively unchanged for half a century.<sup>1,22</sup> Cottrell E, Rebora C, Williams M. The Medical Student Career Handbook. Oxford: Radcliffe Publishing Ltd; 2006.

### **Foundation Programme Lead for the Royal College of Obstetricians and Gynaecologists**

In 2003, *Unfinished Business* laid out the principles for a major reform of Postgraduate Medical Education. This document recommended a common Foundation Programme extending over two years of general training with variety being a key feature. The major driver for change was the need to produce doctors "fit for purpose". Increasingly recognised was the need for a more team-based multidisciplinary approach to the provision of medical care and "better care systems for patients". It also recognised the need to develop a more structured, standardised and accredited competency-based training programme and the need to

provide more flexible training pathways.

Sir Liam Donaldson proposed "all graduating doctors undertake an integrated, planned two year Foundation Programme(F1) of general training, the first year equating to the current PRHO year with a second year (Post-Registration) incorporating a generic first year of the current SHO training (F2)."

The Foundation Programme was formally launched in August 2005. *The Curriculum for the Foundation years in Postgraduate Education and Training* on which the Foundation Programme is based was agreed by the General Medical Council (GMC) and the Postgraduate Medical Education and Training Board (PMETB). PMETB was established to over see this major reform of Medical training. The competency based curriculum can be found at [www.mmc.nhs.uk](http://www.mmc.nhs.uk). These competencies and progress from Foundation Programme will be assessed using three main tools:

1. Mini-clinical evaluation exercise (mini-CEX)
2. Direct observation (direct observation of procedural skills - DOPS)
3. Cased-based discussion (CbD)
4. Multi-source feedback - mini-peer assessment tool (mini-PAT) and team assessment of behaviour (TAB).

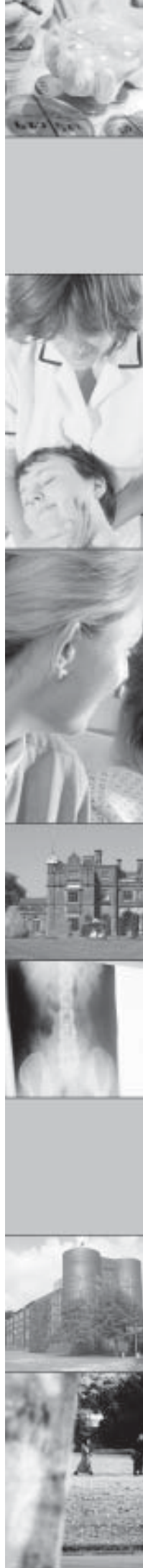
At least six CBDs, six DOPS and six mini-CEX are required during F1. These assessments illustrate a standardised way of assessing competencies of junior doctors across the United Kingdom.

Upon successful completion of the first year of the Foundation Programme the doctor's provisional registration is converted to full registration with the GMC. The F2 year will build upon the competencies acquired in the first year to instil Doctors with generic skills for them to be competent in managing medical emergencies and demonstrate their ability to work within a multidisciplinary team. Trainees may choose to undertake rotations that are directed at their intended career but this is not compulsory. Successful completion of the Foundation Programme will result in the training getting a Certificate which will be essential to apply for speciality training. In addition to the clinical Foundation programme there are opportunities for trainees to apply for Academic F1 and F2 programmes.

In addition to standardising educational and clinical aspects of training, the *Modernising Medical Careers* (MMC) initiative places a very strong emphasis on good careers advice not just from educational supervisors but other, adequately trained and informed professionals to allow doctors to make sound career choices early in their careers. After the successful completion of the Foundation Programme the doctors can then apply for seamless training in their chosen speciality.

### **The Foundation Programme at the University Hospital of North Staffordshire**

The established Foundation Programme at the University Hospital of North Staffordshire comprises of three 4-month rotations in each of the two years. All of the F1 rotations must contain a medical and a





surgical job with the third allocated to a specific speciality. The rotations in the University Hospital of North Staffordshire include a good variety of hospital-based specialties as well as community-based specialties such as General Practice and Public Health through which doctors can follow their interests and realise new career prospects. The University Hospital of North Staffordshire also presents the opportunity to undertake academic F1 and F2 posts, to enable trainees to develop research and/or medical education skills.

Each trainee will be allocated an Educational Supervisor whose role is to assess, appraise, and monitor clinical progress and to confirm all competencies by completing the appropriate assessments as well as to provide career advice to trainees.

Further information regarding the Foundation Programme curriculum, portfolio and assessments can be found at [www.mmc.nhs.uk](http://www.mmc.nhs.uk)

<sup>1</sup> General Medical Council. The New Doctor: recommendations on general clinical training, 2005. (Available from [www.gmc-uk.org/education/foundation/new\\_doctor.asp](http://www.gmc-uk.org/education/foundation/new_doctor.asp))

*Elizabeth Cottrell MBChB*  
Foundation Year 1 Doctor

*Manjit Obhrai FRCOG*

Director of Postgraduate Medical & Dental Education  
Associate Medical Director (Education)

## JASME Conference Aberdeen- September 2006-10-03

In early September, 3<sup>rd</sup> Year Medical Students Catherine Simopoulou, Rachel Parsonage and Shomari Zack-Williams ventured off to Aberdeen to attend the above conference. We were all interested to find out how Medical Education will alter for the future especially in light of ongoing changes with regard to the foundation years and beyond.

We arrived somewhat rather cold, wet and bedraggled in grey Aberdeen wondering what exactly we had let ourselves in for, and what exactly JASME was all about, as probably are you! We soon found ourselves involved right in the middle of a dynamic conference. JASME is an organization for Medical students and Foundation Doctors which aims to change medical education from within. It aims to provide accessible, comprehensive information on issues related to medical education and to undertake and offer support for research into medical education and to effect change.

Day one started with an introduction to JASME (Junior Association of Medical Education), which is a junior organization linked to ASME (Association of Medical Education).

This introduction was followed by informative speakers, including Professor Kumar (yes the Kumar out of Kumar and Clark), Professor Crockard and Dr Cathy Feest from the modernizing medical careers team. Other speakers included the Dean of the West Midlands to somewhat enlighten us about future applications to the deanery, international issues

of harmonization of medical education, and the new ways in which medical education is delivered in light of the ever changing IT resources. We also heard from Dr Dason Evans who is heavily involved with implementing excellent improvements to clinical skills teaching at Barts in London.

The conference was a lively debate forum with students representing medical schools from all over the UK including the BMA student representative. At the end of the conference JASME elected its committee for 2006 – and we are pleased to inform you that Catherine ran for and won the position of Deputy Chair and Rachel ran for and won the position of Conference Organiser for this coming year. This is especially handy as the ASME and JASME annual conference will be held at Keele in July 2007.

For further information on JASME and what services we can offer to medical students and junior doctors starting off on their foundation placements as an organization, please refer to [www.jasme.org.uk](http://www.jasme.org.uk)

### ASME 11-13th July 2007 at Keele University

The School of Medicine are offering 17 free places to medical students, to enable them to attend the next JASME conference held at Keele in July of this year. Further details of how to apply will be forwarded to medical students in due course.



## MEDNEWS IS CHANGING FORMAT!

From April 2007, we are changing the format of MedNews to a smaller, bimonthly news update, which will be available in electronic form. We hope that many of our readers will be able to enjoy reading our newssheet on line, and of course this will be a small effort to save paper and be “green”. With this edition, you have been sent an explanatory sheet, asking you to contact us either by email, phone or by returning the tear-off slip, **if you wish to continue receiving a paper copy of MedNews**. Otherwise we will email you the link to our bimonthly news update on line.

We welcome any feedback on the content of the Newsletter, or suggestions for future content.

Please send these to me, Margaret Hollins, Business Manager, at Keele University Medical School, or email [m.a.hollins@keele.ac.uk](mailto:m.a.hollins@keele.ac.uk).  
*Margaret Hollins, Editor*

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