

**Mr Mark Roberts**

**Job title of nominee (e.g. consultant, sonographer etc.):**

Consultant Gynaecologist

**Formal training roles held by nominee (e.g. head of school, training programme director, college tutor etc.):**

Nil declared

**RCOG Educational supervisor, ATSM supervisor, ATSM preceptor**

**Statement of nomination (600 words):**

Mr Roberts' nomination comes on a background of many years of educational initiative that is instrumental in shaping the training structure in the North East of England. He is the winner of our annual Tony Lavin Trainer Award for this year as voted by trainees across the LETB. Within the last academic year, he coordinated, directed, and delivered the Pilot cadaveric surgery programme for ST3s and ST5s with the help of a team of consultants in the region. This was an initiative funded by HEENE that was run across five separate days, providing an opportunity for most intermediate trainees in the region to train surgical skills on cadaveric tissue for the very first time. Mr Roberts will continue to deliver this programme in the coming year. In addition, he continues to participate in other deanery training events, including delivering a session on theatre command and non-technical skills at a mandatory training day. For many years now in the region, even before the introduction of national competitive selection of the advanced laparoscopy ATSM at RCOG, Mr Roberts coordinates an annual competitive structured interview for the selection of trainees into the Benign Abdominal Surgery ATSM, promoting a healthy competition in the region to strive for excellence. Historically, he was a former TPD who considered geographical restraints for trainees rotating to a different location each year. He was the first TPD to introduce the very popular policy where trainees rotate either around the units in the North or the South of the region throughout the initial training years in the most geographically widespread deanery in England.

Mr Roberts is one of the most approachable and accessible consultants to work with in a clinical setting. He is organised and time conscious, allowing the opportunity to maximise training during clinical sessions like theatres and clinics. He continues to be an efficient RCOG educational supervisor as he consistently supports trainees into projects accepted for national and international presentations and publications. He has been supervisor and preceptor for several advanced modules including advanced laparoscopic surgery, benign abdominal surgery, acute gynaecology, vulval disorders and colposcopy.

Mr Roberts is also known to be a trainer who strives to improve training skills for others. He directly supports senior trainees in teaching more junior trainees gynaecology ultrasound in the use of simulators during departmental teaching. As principal investigator for the ROCKETS Trial, he organised training from IOTA Group for sonographers from Newcastle, Gateshead, and Durham to be IOTA certified members in gynaecology ultrasound in September 2015. Mr Roberts has been a part of the TOG Editorial board of many years and was appointed TOG editor in chief from mid 2015.

## **Miss Lee Nai Lim**

### **Job title of nominee (e.g. consultant, sonographer etc.):**

Consultant Obstetrician and Gynaecologist  
Subspecialist in Reproductive Medicine and Surgery

### **Formal training roles held by nominee (e.g. head of school, training programme director, college tutor etc.):**

Training Program Director (ST3-5)

### **Statement of nomination (600 words):**

This Doctor has the unique ability to harness and develop each trainees individual strengths and weaknesses. Her commitment and effort towards her role as the Training Programme Director has clearly been reflected in the past GMC surveys where the Regional Teaching sessions that are overlooked and organised by her have always been at the top of Obstetrics and Gynaecology for the country.

What sets this Doctor apart from every other trainer is that she is not only able to develop your practical skills on a day-to-day basis, but also takes a keen interest in your overall growth as an individual and all-rounded medical professional.

Though always friendly, she is excellent at giving positive feedback as well as constructive criticism.

Working in a tough and demanding specialty like Obstetrics and Gynaecology requires resilience. Often when the outcome met is not the one intended, the trainee can feel disheartened and despondent. The ability to turn this around into an honest discussion and an opportunity to grow as an individual and learn from it as a doctor is one of this doctor's strongest suits. An example of this was when an elective gynaecology patient attended for a routine operation, which resulted in a bad outcome. She took it upon herself to not only re-educate herself but also the rest of the team involved to ensure that this does not occur again but also to create positive learning points from the actions that helped to improve the outcome.

This Doctor sets targets for trainees on a daily basis regardless of her personal scenario. One of the best examples of this, is when she was on-call overnight and had been in the hospital until 0300, but returned in the morning at 0800 for an operating list. Despite this, the first thing she said to the trainee was good morning, what shall we set as your learning outcomes for today? Her persona as a trainer not only inspires the trainee to work harder and give it their all, it also motivates them to be like her and emulate her abilities as a clinician, trainer, and most importantly as an astounding individual.

She always works on improving and educating us about the importance of a multidisciplinary approach. A particular example involved making the entire teaching group run up several flights of stairs to wake us up in between lectures and improve our fitness! She also included the theatre staff and recovery team to develop team bonding.

In an ever-demanding training scenario, recognition of a trainer like this Doctor, will inspire and motivate those around her to improve and work towards a level of excellence. This will result in optimal patient care and safety and in turn improve trainees morale, potentially reducing the drop out rate in O&G.

**Mr Feras Izzat**

**Job title of nominee:**

Consultant Obstetrician and Gynaecologist

**Formal training roles held by nominee:**

Consultant O and G, EPAU lead, Educational supervisor and ATSM supervisor

**Statement of nomination (600 words):**

The Nominee has enhanced training of trainees within his unit with exceptional support and guidance. The trainer helped with all round development of clinical, surgical, managerial and leadership skills, going beyond the normal call of duty. He has very calm approach and brings the best out of trainees. This helps cultivate a training culture within the unit, along with creating a positive attitude amongst all members of staff. Despite a busy workload, he utilises all opportunities to benefit training and learning and thus helps improve patient safety. As an Educational and ATSM supervisor he is very thorough at appraisal meetings with clear strategies to allow trainees to achieve personal goals. He has an open door policy for any case discussion and supports trainees to publish in peer review journals through critiquing content along with offering practical advice in the use of medical photography and obtaining valid patient consent.

The nominee is an enthusiastic scan trainer. He works hard to optimise training opportunities. If there is an interesting or unusual scan that another member of staff needs an opinion or advice on, even when he was not on call, it is always welcomed. He has flexible approach and will happily stay late to help a trainee achieve a learning objective. His calm and confident approach instils confidence in all. Despite time pressures in theatre this is never felt by trainees, who achieve their learning objectives with support.

More specific examples during which he has helped to maximise training include guiding a trainee in the development of a new service within the unit (setting up a MVA service). He was confident enough to allow the trainee to take the lead and develop their negotiation and leadership skills whilst at the same time providing support and mentorship as required. His contribution was vital to make this a success. The nominee has helped to develop electronic rota templates, which was out with his role, that are efficient and user friendly. This has benefited the department as well as improving efficiency for the rota coordinator by reducing the time spent by 50%. This enhanced the trainee experience with reliable and auditable rota patterns that promotes fair distribution of activities.

This nomination is due to the strong attitude, motivation and unconditional support offered to trainees within his unit.

## **Dr Essam Hadoura**

**Job title of nominee (e.g. consultant, sonographer etc.):**

O&G Consultant

**Formal training roles held by nominee (e.g. head of school, training programme director, college tutor etc.):**

College Tutor

### **Statement of nomination (600 words):**

Dr Hadoura is a very well regarded, inspirational consultant. If you were to mention his name to any trainee, midwife, nurse, secretary or consultant who had worked with him, then you would first get a smile of fondness and then an outpouring of gratitude and praise.

As College Tutor not only does Dr Hadoura take the responsibility of supervisor to his allocated trainees as important, he also ensures that all trainees within the unit are supported, happy and achieving their potential. Whether this be simply by stopping in the corridor for an informal chat, guiding you through that first hysterectomy, giving excellent teaching and tutorials in the run up to college exams or providing sound career advice to aid your decisions.

Dr Hadoura is a passionate, dedicated advocate and mentor of trainees. He worked together with both trainees and consultants to implement a change in attitude and culture within the unit to ensure that the trainees training needs and abilities (and hence the long term service) were put to the forefront over short term service needs of the hospital. This resulted in more training opportunities and better support for all.

When the weekly rota is delivered, as a trainee you are instantly reassured when you see that Dr Hadoura is on-call over the weekend with you to help advance your labour ward management skills. Your week is made better by the knowledge that you will have a theatre session with him, where he is very patient and reassuring when teaching you the art of gynae surgery. However, as any trainee will confirm, the icing on the cake is when you see that you are listed to join him in one of his famous 'one stop gynae clinics', which provides the *'best example of clinical teaching tailored to training needs'*. You walk into the clinic and without fail Dr Hadoura's face lights up with a smile at the excitement of teaching. As the trainee in this clinic you achieve knowledge from reviewing the cases and discussing the appropriate guidelines, complete OSATs/Mini-Cexs'/CBDs, gain invaluable gynae scanning experience and develop your teaching skills to medical students.

As a trainee you work harder and strive to be better, as having Dr Hadoura tell you he is proud of your improvement is second to none.

Quotes from our trainees include:

*'He simply can't stop teaching and training at every opportunity'*

*'He is extremely supportive and challenges trainees to work hard to get the most out of their training'*

*'He has mastered the art of effective feedback'*

*'He ensures that every clinic case is a learning opportunity'*

**Dr Rebecca Swingler**

**Job title of nominee (e.g. consultant, sonographer etc.):**

Consultant Obstetrician Gynaecologist

**Formal training roles held by nominee (e.g. head of school, training programme director, college tutor etc.):**

College tutor

**Statement of nomination (600 words):**

The overwhelming response when you ask the trainees about Dr Swingler is about how kind she is. She is a kind, caring and compassionate leader and several trainees have expressed the aspiration to be a consultant just like her one day. The example she sets the trainees is something we hope she is proud of.

She thinks of training and excellent patient care in every interaction with trainees and never just wants to get on with the job herself because she is faster or to get home.

She is approachable and always gives sound advice to everyone be it clinical, non-clinical or personal problems alike and never makes you feel like an annoyance or burden to her.

She is very attentive to the trainees and regularly meets with us to get feedback. Most importantly she takes our feedback seriously and doesn't try to explain it away. Neither does she rest on excuses of a busy unit with an underfilled rota.

She has worked tirelessly with the trainees to try and make the most of every training opportunity despite the busy and underfilled rota rather than letting it slide. When it was reported that workplace based assessment forms were not being filled out she made a spreadsheet to try highlight the discrepancy in some of her colleagues willingness to train and it has made a substantial difference. She has also effectively and confidently tackled the difficult subject of bullying and undermining in the department head on and has implemented changes, which have made an enormous difference already.

She instinctively seems to know when a trainee needs a little extra support or a reminder why they chose O+G. One example of this is where she has called us to clinic for debriefing when things didn't go as well as they could have done, she has supported trainees through seeing the patients again. Giving the opportunity for us to see the end of the story and gain perspective. She is the consultant who we seek out to go through challenging cases as she is kind and gentle while at the same time being honest and fair when feeding back to us.

It is reassuring to all of us to know that there are such friendly, caring and yet highly skilled and knowledgeable consultants out there who we can turn to in difficult times, this is not to be taken for granted in such a high pressured speciality.

## **Mr Jeremy Gasson**

### **Job title of nominee (e.g. consultant, sonographer etc.):**

Consultant

### **Formal training roles held by nominee (e.g. head of school, training programme director, college tutor etc.):**

Associate Dean for Professional Support, Wales Deanery

### **Statement of nomination (600 words):**

Mr Gasson is an outstanding trainer. He is patient and relaxed and consequently trainees under his guidance gain plenty of practical experience; the manner of his teaching helps trainees to build self-confidence and competence. He treats all clinical situations as a learning opportunity and gives constructive advice and guidance rather than taking over. Mr Gasson understands the importance of targeted supervised learning with good feedback. In particular trainees under his guidance have commended his training in surgical skills; his encouragement and advice are offered as tools to aid development and progress, rather than implying wrongdoing or suggesting poor skill or failure. Additionally, he is actively involved in regional training days, both behind the scenes and in delivering sessions.

Mr Gasson's skills and knowledge of the eportfolio are second to none. He is proactive and looks at the e-portfolio of trainees under his supervision to identify any areas that have not been completed, or need further development. He is particularly good at suggesting ways that trainees can reach their competencies through 'other methodology'. As mentioned, every clinical situation is used to optimise the trainee's opportunities for obtaining SLEs and curriculum competencies. He is very enthusiastic about ensuring that trainees are exposed to elements required for the MRCOG.

Above and beyond his formal roles Mr Gasson has provided exceptional support to many trainees in difficulty. Examples include: arbitrating meetings to facilitate the provision and maintenance of a suitable rest room for trainees to use during their on call, advice about exam revision and resources, career guidance, and rota issues. He seems to understand what is important to the moral of the trainees as well as their educational needs and is very generous with his time and happy to offer assistance where it is asked for. Mr Gasson is extremely compassionate towards any trainee's personal difficulties; he has revived some trainees desire to remain within the training programme, and stimulated others to pursue extracurricular activities to enhance their personal and professional development. He is approachable, encouraging, understanding and extremely enthusiastic in his work with trainees. He is someone trainees feel they can approach as a friend and a trainer (assuming they can cope with the occasional bad jokes!).

Much loved by patients and trainees alike, Mr Gasson is never condescending and has admirable leadership qualities. His overall attitude and approach to team working make him a first-rate team player – talents no doubt nurtured through his long history of participation in team sports like rugby and cricket. There is an unending supply of skills and knowledge to be learnt from him. He is totally tuned into and focussed on training, be it practical skills, career advice, exam preparation, or simply a friendly bit of advice and chat. We cannot think of anyone more deserving of recognition of training excellence.

**Miss Kate Aston**

**Job title of nominee (e.g. consultant, sonographer etc.):**

Consultant Obstetrician and Gynaecologist

**Formal training roles held by nominee (e.g. head of school, training programme director, college tutor etc.):**

Educational supervisor and colposcopy trainer

**Statement of nomination (600 words):**

This consultant is widely regarded as an exemplary clinician whose professional approach to patient care and training provides inspiration to all of her trainees.

She has been actively and consistently providing education and pastoral support of trainees throughout her career to a degree much higher than that required of her roles. She has held the position of college tutor within her unit previously, and she continues to be an active and engaged educational supervisor and colposcopy trainer. She consistently identifies training opportunities, and builds trainees confidence and surgical experience whilst actively promoting a positive culture of learning, particularly in the sometimes challenging theatre environment. In addition, she is proactive in the eportfolio and paperwork side of training, providing thoughtful and insightful feedback to her trainees. She acknowledges an individual's strengths, identifies areas needing work in a supportive way and then follows through by providing examples and opportunities to develop those areas of weakness.

In her pastoral care, she has the rare gift of being able to provide constructive feedback from adverse events with a balance of compassion and humanity, finding positive learning outcomes to ensure that the individual learns from the event whilst being appropriately supported in their reflections.

She is renowned for having provided support above and beyond that expected of her role consistently throughout her consultant career. An example given of this level of support includes offering to stay on site for a trainee's first set of independent night shifts on a single tier registrar rota - this behaviour predated the more recent changes in RCOG recommendation for ST3 out of hours supervision by several years and demonstrates her personal level of commitment to supporting trainees. Another example given of this outstanding support is attending the labour ward early (prior to the morning handover and her own daytime commitments) following her night on call to go through the events of the shift with the trainee involved, providing a subtle but skilled debrief on their management of the labour ward overnight – as always, with positive learning outcomes identified.

Whilst providing excellent training and pastoral support, she is also well liked for her fantastic sense of humour and for being an absolute pleasure to work with.

## **Miss Sarah Eddy**

### **Job title of nominee (e.g. consultant, sonographer etc.):**

Staff nurse sonographer. Lead nurse for the Emergency gynaecology unit

### **Formal training roles held by nominee (e.g. head of school, training programme director, college tutor etc.):**

Nil declared

### **Statement of nomination (600 words):**

We would like to nominate Staff Nurse Sonographer Sarah Eddy (Royal Cornwall Hospital) for the trainer of the year award. Sarah is a dedicated specialist nurse who has a warm and encouraging manner with patients and colleagues. She is an excellent candidate for this award as we feel her input towards trainee education often goes unrecognised.

As the lead nurse for the emergency gynaecology unit (EGU) she has a broad knowledge base in gynaecology. Our EGU is staffed weekdays by an SHO and Nurse Sonographer (usually Sarah) with the on call registrar & consultant available for further advice where necessary. She provides a valuable contribution to the informal teaching of all junior members of the department. In particular, all the junior doctors (F2's, GP trainees and O&G trainees) spend one week every seven in the EGU where they learn how to identify and manage common gynaecological presentations particularly pelvic pain and early pregnancy complications. This learning is at all times supported by Sarah and her knowledge of local and national guidelines; along with her extensive experience in emergency gynaecology. Sarah works tirelessly to audit and improve protocols and procedures that effect women in Emergency Gynaecology and regularly helps our juniors with audit projects.

In addition, she provides gynaecology ultrasound training to the trainees in the department. She happily invites trainees to practice ultrasound during any of her sessions, as you all know getting time to practice with supervision is often difficult. Her supportive, relaxed approach develops confidence and allows trainees to improve their decision making and practical skills.

All trainees find time spent with Sarah both educational and enjoyable. Along with all the teaching and despite being extremely busy she is available to listen to concerns and provide support whether work related or personal.

### **Quotes from trainees:**

“Sarah supports each rotation of SHO's through their first weeks of gynaecology giving them confidence and skills to manage gynae emergencies. I have watched her doing this without tiring for over 9 years and we are so lucky to have her to guide us through. With the senior trainees she remains supportive and knowledgeable. She always goes that extra mile to make your on calls easier! A true star!”

“Over a period of months, Sarah individually supervised my TVUS training and enabled me to feel confident in scanning patients presenting with pain in early pregnancy independently at weekends and nights. Not only was this beneficial to my overall training but helped improve the out of hours service, and wellbeing for women who would have otherwise waited sometimes all weekend for an US. She has unending patience and is incredible with trainees and patients alike.”

**Miss Susanna Al-Samarrai**

**Job title of nominee (e.g. consultant, sonographer etc.):**

Consultant Obstetrician and Gynaecologist

**Formal training roles held by nominee (e.g. head of school, training programme director, college tutor etc.):**

College tutor

Miss Al-Samarrai is a committed college tutor who stands out in the East Midlands for many reasons. Miss Al-Samarrai individualises training to target specific training needs and puts training needs first above service provision, even in the middle of the night. She is supportive of the registrars at a time of great pressure and motivates us to learn and get involved in training and teaching.

Miss Al-Samarrai is actively involved in arranging local teaching and simulation training including a very hands on induction for new trainees/ SHOs joining the department. She ensures important areas are covered and will ask trainees on what areas they would like to focus their teaching to get us actively involved.

Her mannerism is polar opposite to the 'bullying/undermining' that we see in obstetrics, it's refreshing. It reminds us that obstetrics and gynaecology is a team sport and there is no place for bullying and undermining. She shows us that teams work better when all members respect each other and work together.

She is passionate about her role as labour ward lead and encourages open conversation/dialogue and uses high levels of diplomacy to achieve integration between the MDT, she is a positive role model.

On the pastoral side, Miss Al-Samarrai is happy to support any trainees who seek her help and is more than happy to talk through any issues trainees have faced and may be worried about.