

Winner of the 2016 trainer of the year award

Mr Rehan Khan

Job title of nominee: Consultant Obstetrician and Gynaecologist

Formal training roles held by nominee:

Director of Medical Education, Royal London and Mile End Hospitals
Foundation Training Programme Director, St Bartholomews and Royal London Hospitals
Women's Health Clinical Academic Group Director of Education, Barts Health NHS Trust
RCOG Assessment Advisor, Chair of the Assessment Task and Finish Group and Curriculum Committee Member.

Statement of nomination (600 words):

Mr. Rehan Khan is the embodiment of the modern consultant and educator. We have worked as junior doctors under his supervision for over four years and admire his personalized approach to clinical supervision. He leads by example and his clinical practice strives to impart education at the heart of all his work. He ensures both patient and junior doctors are fully aware of the diagnosis, management and future care in an open honest approach to patient interaction.

Mr. Khan is an exceptional clinical trainer. He is interested in education and his approach to education is fresh and modern whilst also being in step with the college and deanery expectations. His clinics are never boring and every patient discussed with him will bring learning of some form. He never judges the trainee for not knowing something and is encouraging if the trainee wishes to increase their knowledge in a certain area. He has an innovative approach to assessments, encourages self-reflection and he is always able to create a learning plan, stemming from the assessment, that is achievable and measurable (rather than the standard 'see more/do more' of most assessments). He is up to date with educational opportunities and awards available and will direct trainees toward these helping them move from competence to excellence. For example, he provided leadership and guidance for one trainee on a recent quality improvement project which was successfully awarded £10,000 towards delivering quality improvement across North East Thames.

As well as trainees, Mr. Khan encourages and teaches all members of the multi-disciplinary team, including students, midwives and theatre teams. A midwife in our unit recalls being encouraged by Mr. Khan to lead obstetric emergencies and eventually to apply for a band 6 job. She felt he was as much of a mentor to her as the junior doctors, and he is universally well-respected in our hospital. Mr. Khan takes on multiple other roles, including Foundation Programme Director, Director of Medical Education and Assessments Advisor for the RCOG. He always fulfils these roles impressively whilst not allowing them to detract from his day-to-day work.

Mr. Khan stands out as a consultant that always goes the extra mile to provide pastoral care for his trainees. He has been there for us and several other trainees during periods of acute and chronic illness. He is dedicated to trainee welfare at all levels and delivers this in a unique and compassionate manner. An example this is given below:

"I particularly needed extra support due to extenuating circumstances and Mr. Khan not only supported myself but also my family. No matter whether he was at work or on holiday, he always found the time to take a call and alleviated any queries or worries that I had. He made sure he helped with every step of me entering back into training again so that I was safe and well supported. When concerned about whether O&G was the correct career path for me, he approached this circumstance in a completely non-judgmental way and ensured I received career advice from the correct people. Mr. Khan does not disclose personal information to other colleagues or trainees and this to me has given me the utmost confidence in knowing that I can speak to him about any issues I may be having, knowing that I will not be treated differently by anyone else at work."

Mr. Khan's passion to inspire and motivate trainees to continually improve care as well as his unparalleled genuine care for junior staff deserves recognition and praise, which is why we enthusiastically recommend him for the RCOG Trainer of the Year Award.

Runner up one (second place)

Mr Tom McFarlane

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

Retired

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

Nil declared

Statement of nomination (600 words):

Tom McFarlane is a retired consultant who works incredibly hard to train trainees to pass MRCOG part 2. He runs twice / week sessions from his dining room. Anyone is welcome to go to his sessions. They are free of charge. His wife Valerie even makes tea and cake for the attendees. The sessions are very well organised. It is set in a very supportive environment where we as trainees feel relaxed to ask questions and discuss any problems we are having preparing for the exam. He provides the material online prior to each session so those at home can go on his website and listen to the session live via a podcast. He has spent thousands of his own money to set up the podcast so everyone can use the session live.

He draws up EMQs and MCQs based on the latest guidelines and TOGs and provides the answers based on the best evidence available and he puts them all on the website for all to use.

He also organises expert speakers on difficult topics such as diabetes and medical statistics again all free of charge.

He sends regular emails to us providing information on the latest changes in the exam formats and any materials which may come up.

After the written exam he sets us up together so that we can practice role plays for the osces. He runs very good osce sessions concentrating on communication skills. He helps those who have not trained in this country become familiar with how issues such as risk management are dealt with in the UK.

He is always contactable and provides emotional support to trainees. We feel that we can contact him any time for support.

Coming up to the exam he emails nearly every day to help us be more mentally prepared.

After the results, he provides support for those who didn't pass.

He is a great teacher and a fantastic role model. Many of us feel that without him we would not have got through the part 2 exam.

We feel that he needs to be recognised for all his hard work and dedication and we hope that he can continue his great work for many years to come.

Runner up two (third place)

Miss Sarah Smith

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

Early Pregnancy Lead Nurse and Sonographer

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

Nil

Statement of nomination (600 words):

As the lead EPU nurse she spends a great deal of her time educating trainees at all levels about early pregnancy. For the very junior trainees and GP trainees this might be just educating them about typical early pregnancy problems. However, where she is outstanding is with her commitment to teaching and training ultrasound to those trainees who wish to pursue this. Even when they have a busy scanning list they are always happy to have a trainee in with them. They allow trainees to develop scanning skills and is really encouraging when they are finding things difficult. For people starting to scan she will talk them through exactly what to do and what they are seeing. She is really good as trainees get more experienced at just giving the odd pointer and then later on she is happy to just let people scan while she helps with the paperwork. They are really good at doing assessments and helping trainees get signed off at the appropriate level.

She will help trainees complete their basic ultrasound modules but is also happy helping trainees with the intermediate ultrasound module in early pregnancy and the ATSM in acute gynaecology and early pregnancy.

When she works a night shift as a ward nurse on the gynaecology ward she is still always happy to scan a patient with a trainee to maximise training opportunities in ultrasound as well as providing an excellent service to patients.

The best thing is that once a trainee has been signed off as competent they encourage and even expect that trainee to continue scanning. They are always happy to discuss a patient after a trainee has scanned them and will always happily give a second opinion when the trainee is not sure, allowing that trainee to scan with the confidence that if they are not sure, then they can easily get a second opinion and therefore scan within their competency. This is obviously vital for patient safety but also for trainee's confidence. They are also extremely good at finding you afterwards to let you know what happened with a particular patient you have scanned and giving feedback if she has looked at your pictures.

Given the problems that many units have with scanning, she is brilliant and makes all the difference. I have no doubt that if every unit had someone like her then scan training would not be an issue anywhere.

Runner up three (fourth place)

Miss Haslett

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

Training Programme Director Years 3-5

Honorary Liverpool University Lecturer

Statement of nomination (600 words):

We would like to nominate Miss Haslett, for Trainer of the Year, as we feel she encompasses the multidimensional qualities an exceptional trainer requires. She leads by example in both a formal clinical setting but also informally. Her approachable attitude allows the development of well-rounded trainees.

In her consultant role Miss Haslett has demonstrated, through her own practice, that doctors in training benefit significantly from full teaching ward rounds, a senior that will attend promptly regardless of the time of day and formation of evidence based non-ambiguous management plans. Miss Haslett has been known to actively seek out trainees requiring particular curriculum components when opportunities present themselves and stay beyond the end of her own shifts to ensure her trainees get the experiences they need. Our learning is always paramount for her; she would never consider operative management of an ectopic without a trainee by her side. She also tries to encourage this teaching mentality in her colleagues both locally and regionally via consultant study days. The most recent one included Liverpool consultants, following the North West of England deanery amalgamation.

In her formal teaching positions she is fair and flexible with realistic expectations. She follows through on promises of work placed based assessments, without prompting. She consistently provides constructive learning points making trainees feel she takes a genuine interest in our development rather than just going through the process of filling in another form. This focus is also shown in her role as Training Programme Director for ST3 – ST5 doctors. She regularly provides curriculum focused well organised teaching sessions. These also thought provoking, varied and, importantly, fuelled by a quality lunch. Furthermore, she supports us in her own time. Miss Haslett had attended local presentation evenings instilling confidence in her students presenting their cases. In more challenging situations, either clinical or personal, she is approachable and diligent. Recently problems had, unfortunately, arisen with undermining and bullying. Miss Haslett took trainee concerns seriously and acted upon them swiftly. All those involved felt listened to and her approach to the situation allowed the department to move forward positively defusing the conflict that had arisen. This mentality allowed the department to promptly return to a productive teaching environment and also demonstrated management skills we all hope to emulate.

Miss Haslett also appreciates life outside of work influences our performance in work. There is no problem too small and she will happily set aside time to discuss and work through concerns. This holistic approach enables her trainees to focus on their own roles as doctors and trainees.

We feel Miss Haslett has been a supportive, motivated and professional trainer who will hopefully be acknowledged and rewarded through our nomination.