Nominating region/ LETB:
London North West Thames

Name of nominated trainer:
Miss Karen Joash

Statement of nomination:
The London North West Thames RCOG Trainer of the Year nominee Miss Karen Joash is held in very high regard by the trainees in the region due to her immense efforts to develop and promote excellence in training in a kind and constructive environment, so that trainees feel valued yet challenged.

The reasons for her nomination include:
- As the Training Programme Director for London NWT, Miss Joash was instrumental in changing the culture of training within the Deanery. She supported trainees to go out of programme to develop academic, personal or humanitarian work, resulting in less burn out and attrition and empowering trainees to seek out development opportunities. She also saw the redistribution of trainee numbers across the region to ensure equity and fair distribution to improve trainee education.
- Miss Joash leads the quality and development of training in her role as Divisional Director of Medical Education for Women and Children’s Services, and in this she promotes new advances in education and training, such as simulation training.
- She developed the serious incident handbook to give guidance to trainees on how to write reports. This handbook is now used by trainees across London.
- Miss Joash developed and delivers the Clinical Leadership Course which runs Cross-Specialty. Miss Joash also promotes Quality Improvement Projects giving trainees a voice regarding changes they wish to make and putting leadership into practice. Projects set up by Miss Joash within the department include the popular baby box which is still ongoing.
- Miss Joash led a strong stance against bullying in the region, tackling undermining and bullying, initially directing LSSOG surveys to demonstrate that behaviours needed to change. This led to interventions by discussing behaviours with Consultants, providing feedback and training to successfully change adverse behaviours.
- As Course director, she developed material for Faculty Development at Imperial where trainers are trained in generational differences, emotional intelligence and non-technical behaviours to promote excellence in training.
- On the Education Quality and Assurance Committee at the RCOG she helps design new courses and new training material as part of the quality assurance programme.
- As Course Director for the SHINE course, Miss Joash leads a multidisciplinary course between Anaesthetists and Obstetricians to improve behaviours and understanding on the labour ward. This focuses on patient safety elements and includes a review of London maternal mortality data.
- Miss Joash sits on the Trainee Evaluation Form Committee at the RCOG, helping to generate reports around educational supervision.
- As Course Director for Perinatal Mental Health teaching on the RCOG course annually, she highlights the importance of quality training within this area.
Miss Joash deserves recognition for the immensely positive impact she has had on trainees and their training experience, striving to ensure that this occurs in a supportive and constructive environment. We are delighted to recommend her for this award.
**Nominating region/ LETB:** North West Deanery Nomination

**Name of nominated trainer:** Dr Elizabeth Martindale ("Mrs M")

**Statement of nomination**

The North West Deanery proudly nominates Mrs Elizabeth Martindale for consideration as trainer of the year. ‘Mrs M’ (as she is known by her trainees) is a popular and well-loved Consultant across the deanery.

As ST1-2 Training Programme Director, Mrs M takes an active role in getting to know her trainees. She has always been available for trainees to reach out to for support, whether academic or personal. She will also actively endeavour to find a workable solution to the problem at hand. Having someone who is approachable and supportive outside of the trainees’ own trust is of immeasurable value to new trainees entering into the O+G programme.

As part of her role, Mrs M organises the ST1-2 regional teaching programme. These sessions have regularly been described by trainees as the ‘most useful’ and ‘best organised’ received during training.

When Mrs M became aware of a group of trainees who were struggling with the MRCOG Part 1 exam, she personally contacted and requested tutors with exam experience to provide regular revision sessions on a voluntary basis. This was hugely appreciated by the trainees, relieving much anxiety and making them feel supported and cared for during a particularly stressful period.

Within her own unit, Mrs M encourages trainees to actively engage in clinical scenarios which they may feel are out of their comfort zone. She is hands on, always willing to get involved to supervise and assist. She is keen to push trainees into realising their own competency; building their confidence without overwhelming them and maintaining a safe environment for learning and personal development as well as patient care.

Mrs M is extremely committed to finding opportunities for trainees to complete work placed based assessments, even within a busy clinical environment. Training needs are never ignored due to the need for service provision. Mrs M is proactive in providing praise for trainees’ good clinical management or patient care notably during multi-disciplinary handover meetings. This makes handover more inclusive, creates training opportunities as well as developing trainees’ self-belief. She also recognises trainees’ contributions to maintaining the safe working of the unit. Written thanks have been given to such trainees staying to cover rota gaps or sickness at short notice. Whilst these actions are certainly not unique, the recognition is most definitely so. This makes trainees feel valued and their time respected in an era where units are overstretched and morale is low.

Mrs M maintains an understanding of the need for trainees to have a sense of work-life balance and often explores potential opportunities for less than full time training. With significant attrition levels within the specialty being attributed to this, it is of great importance that trainees have someone who is receptive to their concerns and seek workable compromises and provisions.

We are proud of the fact that Mrs M worked exceptionally well within a team from East Lancashire and recently won the NHS70 Kate Granger Award for Compassionate Care in 2018. This was awarded for pioneering the ‘skin to skin’ Caesarean section in order to improve birth experiences and choices for women. Her care and compassion for the women she cares for often goes above and beyond the standards expected. This award as well as her excellent clinical ability has firmly fixed her as great role model for trainees.

On behalf of the Northwest Deanery trainees we would like to say a huge thank you to Mrs Martindale for her commitment to the training and experience of trainees within the deanery. We would be delighted if this was to be formally recognised as part of RCOG trainer of the year.
Nominating region/ LETB: Wessex

Name of nominated trainer: Miss Sameena Muzaffar

Statement of nomination
The Wessex nominee for trainer of the year award is an extremely proactive and supportive trainer. She is not only a wonderful clinical and educational supervisor, but has gone above and beyond by introducing a course to help a wider audience of our local trainees.

As a supervisor she has been an inspiration to many trainees; she is approachable, realistic and really takes time to look at trainees holistically rather than simply focusing on logbook requirements. Our nominee is happy to complete assessments and does so in a timely manner with thoughtful comments and feedback. Our nominee will often plan surgical cases for when specific trainees are operating with her to ensure that the correct training needs are fulfilled. In theatre she is confident and always happy to let trainees operate under close supervision. She is an excellent surgical trainer giving clear instruction and praise. Our nominee works hard to ensure that all clinical opportunities in the unit are a learning opportunity and will ensure that each level of trainee has achieved something daily.

Our nominee has a great understanding of the training system and encourages personal career development, with consultant applications in mind. She constantly provides opportunities for trainees to complete audit and research which can be presented at conferences. She also provides other invaluable opportunities for trainees to further management skills.

Our nominee is heavily involved in local training for the prevention and repair of perineal injury and her teaching is always well received by Doctors and Midwives alike. Our nominee has been instrumental in setting up an obstetric sphincter injury course for obstetric trainees, obstetricians and colorectal surgeons. This is approved by Wessex deanery and is the only course of this kind being offered in the south west region. The feedback from the first course in April 2018 was; “Really well thought out course and aimed very well at the audience. Excellent hands on session” and “Excellent training day”.

Further study days have also been organised especially surrounding continuous electronic fetal monitoring. She understands our local training needs and has instigated this extra teaching to help support those areas.

Our nominee has been repeatedly invited by the Royal College of General Practitioners to lecture GPs on an annual basis. The feedback from her lectures included; “Very useful and tailored to GP, “Succinct, pragmatic & addressed my needs”, “Excellent, very practical especially regarding when to refer”, “Excellent speaker – tailored to primary care - very practical - thank you learnt a lot as well directed to GP needs”.

Our nominee readily gives up her free time in order to provide the above training opportunities, so this does not impact on clinical commitments.

Throughout the department our nominee is supportive and approachable, always making time for trainees to discuss clinical work, professional or personal problems. Our nominee is immensely popular amongst trainees due to her training style and therefore deserves acknowledgement for this.

I hope you agree that our Wessex nomination shows the exemplary skills and attitude required to be Trainer of the Year. She provides excellent support and training on an individual level as well as supporting the needs of our trainees in the deanery.