

enhance



England

Enhancing Generalist Skills

Foundation School YH June 2024

Presented by:
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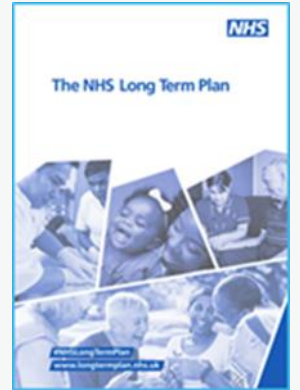
What are 'generalist skills'?

Two inter-related broad strands:

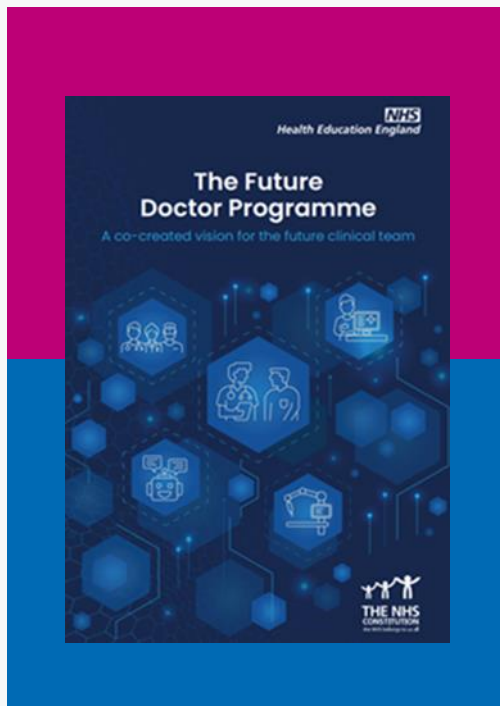
- **Generalist clinical practice:** Manage individual patients with multiple complex health issues (clinical skills and practice)
- **Generalist behavioural approach:** Show a deep understanding of whole person-centred care and healthcare needs and priorities of the populations you serve in the wider healthcare system, across a range of settings and integrated care organisations (knowledge, approach and attitude)



Context

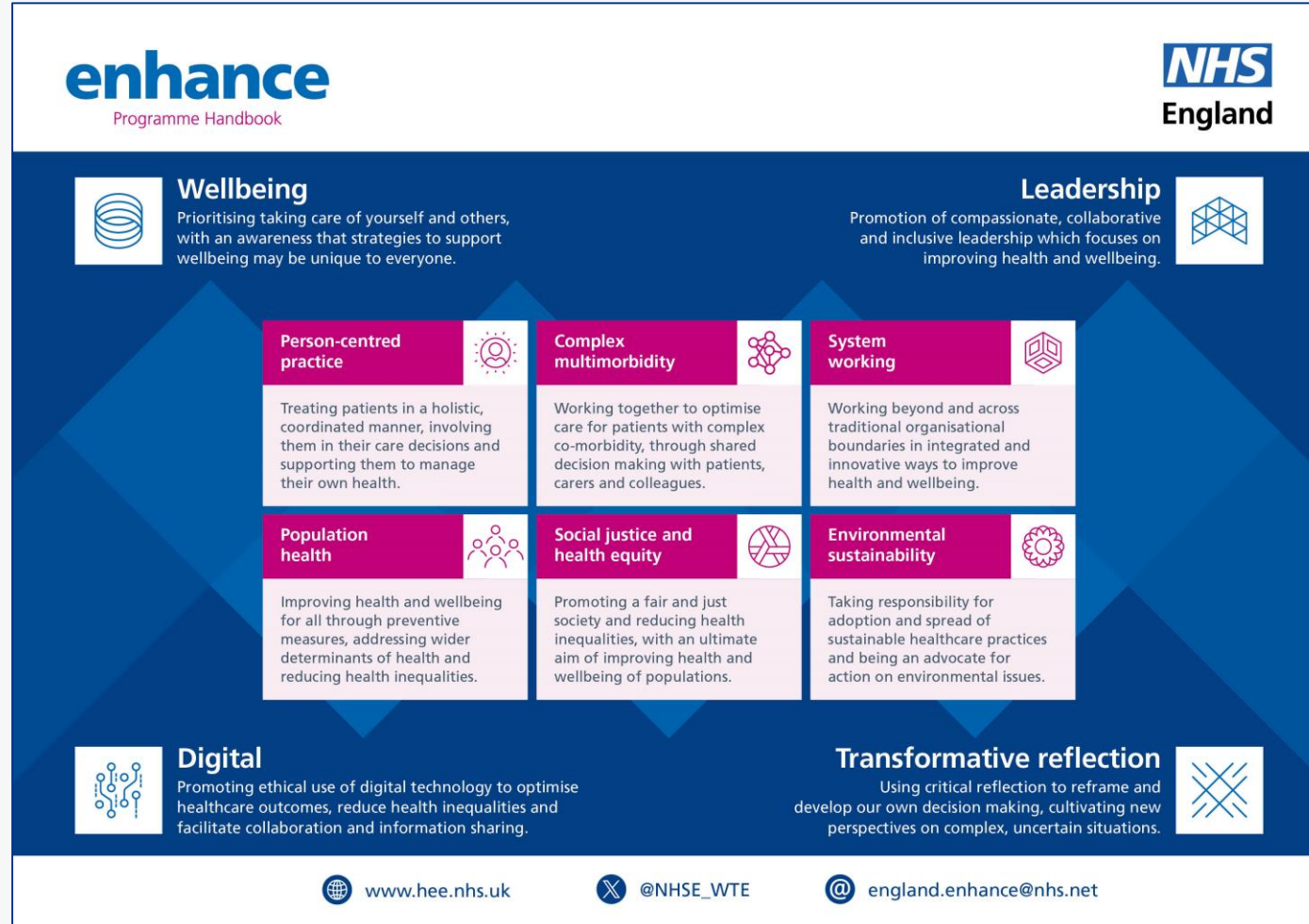


HEE's **Future Doctor Report** captured crucial insight into patient, staff and stakeholder hopes for the role of clinicians in multi-professional teams.



Generalist skills identified as key to ensure future health and care professionals can respond to evolving population needs in a changing health and care landscape.

Programme structure



NHS Long term workforce plan 2023

The foundation enhance enable and explore programmes are based on the ambitions within the LTWP.

The modules and learning objectives are aligned with the foundation curriculum, whilst stretching to support the broadening of generalist attitudes and skills.

40. **Building on that, we will expand the NHS's Enhance Programme,**²⁰⁶ a professional development programme to enhance generalist skills across the first five years of postgraduate medical education, so that this programme is in place for all doctors in training by 2025. **This complements current medical training and aims to broaden the generalist and core expertise of clinical professionals during early training, expanding across different specialties and more locations;** for example, expanding the pilot training programme in general internal medicine without specialisation. These initiatives will help ensure all doctors have access to enhanced generalist skill development at core stages of their training, and greater support to develop these skills as they progress through their careers.



Long term workforce plan

Within the programme we focus on key areas of complex multimorbidity, health inequality, public health, person centred care amongst the 6 domains

We have created immersive technology [VR] learning adjuncts freely available on the learning hub

11. **Rising demographic pressures and a changing burden of disease are increasing demand for NHS services.** Over the next 15 years, the population of England is projected to increase by 4.2%, but the number of people aged over 85 will grow by 55%.⁷ Patients' needs are changing with increasing levels of multimorbidity and frailty leading to increasing complexity of service delivery. By 2037, unless more is done to moderate current trends, two-thirds of those over 65 will have multiple health conditions and a third of those people will also have mental health needs.
106. **Personalised care and public health core skills and knowledge must be embedded across the wider NHS workforce to improve population health.** With over one million patient interactions daily, NHS frontline staff have an important role in supporting people, including those with long-term conditions such as diabetes, to improve their health and wellbeing. ICSs should look to expand secondary prevention
56. The significant growth in use of immersive technologies is beginning to revolutionise healthcare education, and in 2023/24 we will continue to support their adoption. Technologies such as extended reality, combined with virtual learning environments, can support hybrid education and the workforce to deliver high quality, safe care, and have the potential to deliver significant efficiencies compared to traditional classroom education.²¹⁰ **We will further expand the Virtual Hybrid Learning Faculty and Simulation Faculty programmes.**²¹¹ These support educators to design and deliver simulation to underpin growth in education capacity, including with the use of immersive learning technologies and blended learning approaches.

Long term workforce plan

The **enhance explore** option in addition is developed to include the opportunity for more diverse and integrated clinical placements through:

- Longitudinal clerkships
- Opportunity for multisector taster days
- Multiprofessional learning

More diverse and integrated clinical placements

37. We anticipate that as ICSs become more involved in education and training planning, there will be an opportunity to **develop more multiprofession, system-based rotational clinical placements**. This would include extending the provision of placements across primary, community and social care, and in the independent and voluntary sectors, to give students valuable experience in the delivery of care outside hospitals and introduce them to wider career opportunities.
38. **We will ensure that all foundation doctors can have at least one four-month placement in general practice by 2030/31.** At present, opportunities for such placements are variable across deaneries. This will give doctors in foundation training an understanding of work in primary care. We will also increase training and supervision capacity in primary care so **GPs in training can spend the full three years of their training in primary care settings.**
39. This is an important strategic objective and we will work closely with medical schools, royal colleges, the GMC and employers to support the profession in making this agenda a reality. **We will support ICSs by expanding the seven existing pilots (trailblazers) to demonstrate the benefits of more generalist approaches to education and training.** The pilots were launched from August 2022 with around 200 learners – wider implementation is planned from August 2023. The ambition is to expand the trailblazers so there are pilots across all medical specialties and regions by August 2025. Subject to pilot outcomes this will become an established part of medical education training. They present opportunities for existing trainees to develop and maintain their generalist and core skills by undertaking placements across a range of healthcare settings. Trainees support integrated care for patients with multiple chronic conditions and apply knowledge and learning to reduce health inequalities and address local health priorities.

enhance programme options

enhance enable

A self-directed learning offer (online/workbooks) facilitating broad-based learning across the whole spectrum of the *enhance* programme

enhance explore

An immersive experience supporting learners to explore one or more enhance domains within a local environment, and implement inspired, impactful and sustainable quality improvement programmes

enhance engage

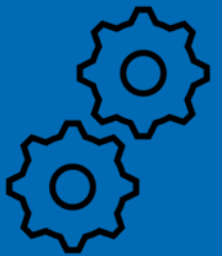
A supported opportunity for learners to engage with local ICSs or cross-sector environments to implement an *enhanced* approach to services and deliver the wide-reaching benefits of the programme at system level

Current Foundation offer – two levels of engagement



enhance enable [level 1 – understanding]

- Offer available to all foundation doctors from August 2023
- Self-directed engagement with learning resources, via module workbooks & self-assessment
- Increasing opportunity to attend live events / some stand-alone training days. [enable plus with QIP]
- leadership certification.



enhance explore [level 2 – understanding and exploring application]

- Specific enhance priority programmes in Foundation, applications via Oriel.
 - Some regions may choose to do this in SFP, or application for F2 additional offer
- Application of learning in a practical way – tailored to health priorities in your region.
 - An enhanced learning offer over the standard programme
- Community placements e.g. 1 or 2 days per week, or 1 or 2 4-month post.
- Mandatory QIP/project work

Foundation offer - enable

enhance recommended modules: Foundation year 1

Introductory module

An introduction and guide to working through the enhance programme in a way that is fun, interactive and aligns with the Foundation curriculum

Person-centred practice



Treating patients in a holistic, coordinated manner, involving them in their care decisions and supporting them to manage their own health.

Complex multimorbidity



Working together to optimise care for patients with complex co-morbidity, through shared decision making with patients, carers and colleagues.

F2 modules

1 stand-alone module, 1 combined '3 in 1' module, 1 summary contextual leadership module

Population health



Improving health and wellbeing for all through preventive measures, addressing wider determinants of health and reducing health inequalities.

Social justice and health equity



Promoting a fair and just society and reducing health inequalities, with an ultimate aim of improving health and wellbeing of populations.

Environmental sustainability

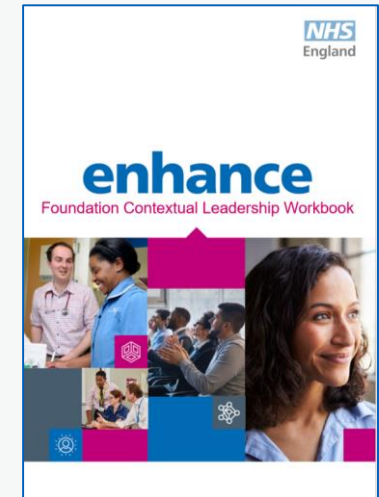


Taking responsibility for adoption and spread of sustainable healthcare practices and being an advocate for action on environmental issues.

System working



Working beyond and across traditional organisational boundaries in integrated and innovative ways to improve health and wellbeing.



Foundation offer – enable enrichment or ‘plus’

Bridging the Gap days – open to all

SKILLS

Enhance Enrichment Day 1—Person-centred Practice and Complex Multimorbidity

Dates Available:	Thursday 14th March 2024
Venue:	Online—Via Teams
Course Facilitator:	Harriet Callaghan
How to book a place:	https://forms.office.com/e/bqbzp1B88j?origin=IprLink Please email Harriet.callaghan2@nhs.net if there are any issues
Number of places available:	30
Learning Objectives	
Bridging the Gap day designed to complement and further the curriculum of the Enhance Enable Course. This day can be done by those completing the course but also by those interested in improving their Generalist skills.	
Course Outline	

SKILLS

Enhance Enrichment Day 2—Wider Determinants of Health: Health Inequalities and Environmental Sustainability

Dates Available:	Wednesday 1st May 2024
Venue:	Online—Via Teams
Course Facilitator:	Harriet Callaghan
How to book a place:	https://forms.office.com/e/bqbzp1B88j?origin=IprLink Please email Harriet.callaghan2@nhs.net if there are any issues
Number of places available:	30
Learning Objectives	
Bridging the Gap day designed to complement and further the curriculum of the Enhance Enable Course. This day can be done by those completing the course but also by those interested in improving their Generalist skills.	
Course Outline	

The foundation enhance explore offer

Aim: to deliver a generalist **experience**, to experience and appreciate working across traditional boundaries to understand the wider context of medical practice.

Enhance explore is available **through application only**

- each region will determine this mechanism [priority programme is recommended]
- Limited numbers of foundation doctors will be offered explore
- Developed from the trailblazer programmes in EoE , NW and Y and H
- Currently 114 doctors across 4 regions with a further area in development

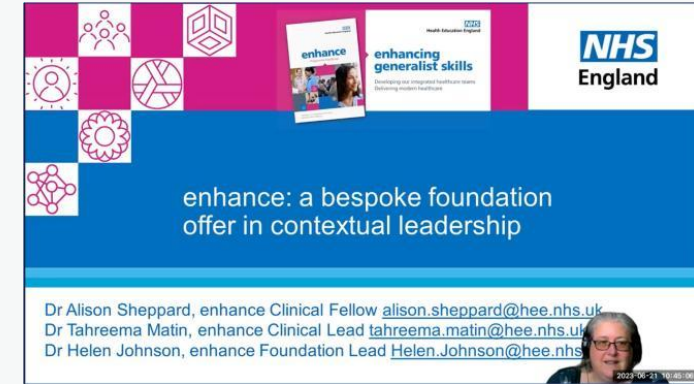
It is a **more in-depth** offer than the enable programme

A joint ownership between foundation school and trailblazer



Foundation offer - explore

- Foundation priority programmes – in some regions
 - LIFT placements
 - Separate community placements
 - Tailored and structured programmes with protected time
- Trailblazer programmes
- In YH there are 6 x FPP programmes currently in Hull and NLaG
 - One year enhance explore learning in F1
 - One day per week enhance placement in F2
 - PG Cert
- Foundation doctors in Hull, NLaG, York, Scarborough and Harrogate (HNY ICB footprint) can apply individually to join the multiprofessional enhance explore programme in F2



Enable vs explore

	enable	explore
Method of application	Self selected Available to all	Priority programme or alternative Some trailblazers have programmes already where F2 can apply [eg NE/ YH] Limited availability
Educational component	24 hours utilising e-learning and local / regional teaching	60 hours mixture live regional, trailblazer and e-learning and self-directed
In action element	Workplace activity only 12 hours of SLE/reflection	Regionally determined: Rotation designed to embed enhance [LIFT, GLIC] Taster days/opportunities Volunteering/system engagement
Project work	QIP/project recommended	QIP/project mandatory
Course length	Not specified	Across a minimum of a year

Enhance enable modules

- Self-directed learning offer for all Foundation doctors via workbooks on the learning hub & online resources, and Trust based or regional live events
- Real time patient activities to support learning. Enable plus with evidence of QIP

F1	F2
Introductory module	Population health
Person-centred practice	3 in 1 module: social justice & health equity, environmental sustainability, systems working
Complex multi-morbidity	Summary contextual leadership module

Where is the time to do enhance?

On average for each module there is:

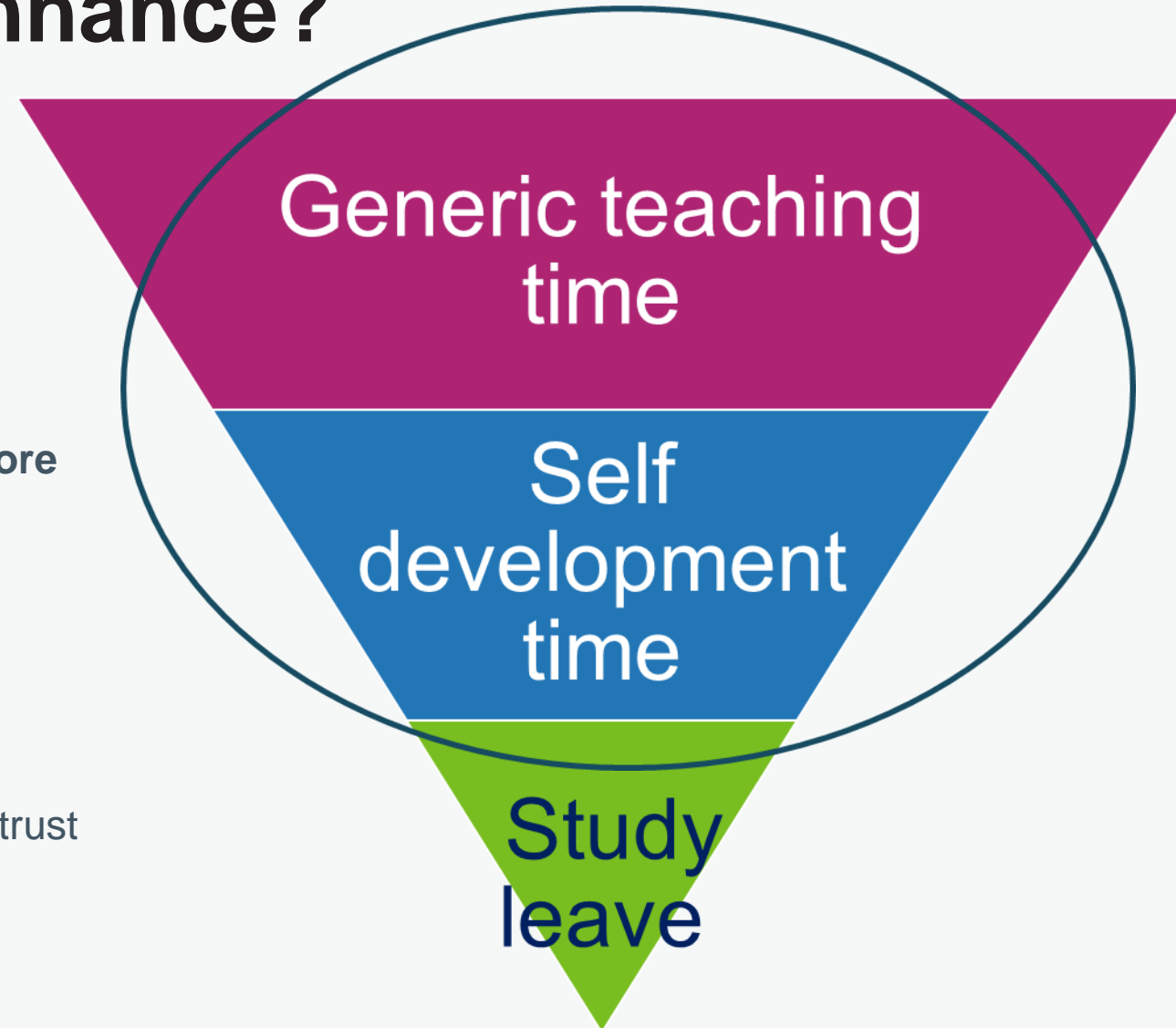
- 4-5 hours educational activity
- 1-2 hours of in placement activity

The educational activity is delivered through:

- Generic teaching you already have for foundation in **core and non-core mandatory teaching**
- The e-learning resources can be done in **SDT**
- **F2 may use study leave**

The in-placement activity is:

- Predominantly done through SLE / working
- May also use some SDT for reflection/ QIP/ attending trust meetings
- Possibly use a taster opportunity



Sign-off

1. REAL form in additional achievements on HORUS [also on learning hub]

- Is a reflective form in additional achievements
- **Doesn't** require ES to sign
- Can be linked to curriculum
- Formative/reflection

2. Sign off checklist in the module appendix

- **ES discussion and countersign**
- Used for evidence for module certification

3. Issue certificate

- Trainee sends checklist to Foundation Administrator
- Foundation Administrator issues module certificate/ programme completion certificate and updates data spreadsheet (6 monthly return)

Reflection on enhance Activities and Learning (REAL) form

Please complete this form and upload it to your Foundation eportfolio to evidence engagement with the enhance programme.

Name of Foundation Doctor	
GMC No.	
Training period from	
Training period to	
Local education provider	
Specialty	

Which enhance modules have I completed? (Users can select individual modules or 'whole programme')	Module 1: Introductory module Module 2: Person centred care Module 3: Complex multi-morbidity Module 4: Population health Module 5: Social justice, environmental sustainability, systems working Module 6: Contextual leadership Whole enhance programme completed
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What kind of experience was this?	Case-based Discussion (CBD)
This information will be used for research purposes only. Thank you for providing accurate information, especially if you select the 'other' option	Quality improvement activity
	Field trip / community visit
	Event attendance
	Other
If other, please specify:	

What capability am I trying to show?	FPC 1: Clinical Assessment
Pick one or more FPCs demonstrated through this experience. Note that this form will not be automatically mapped to the selected FPC on your curriculum. You will be able to map it to any FPC(s) once you have completed the form.	FPC 2: Clinical Prioritisation
	FPC 3: Holistic Planning
	FPC 4: Communication & Care
	FPC 5: Continuity of Care
	FPC 6: Sharing the Vision
	FPC 7: Fitness to Practice
	FPC 8: Upholding Values
	FPC 9: Quality Improvement
	FPC 10: Teaching the Teacher
	FPC 11: Ethics & Law
	FPC 12: Continuing Professional Development
	FPC 13: Understanding Medicine

Appendix B

Suggested content for completion: enhance enable

Core content	modality	completed
Enhance module patient centred practice	Live or asynchronous	
Self-assessment matrix pre-module		
Self awareness		
Core learning		
Authentic patient autonomy	Local foundation teaching Simulation Asynchronous content	
Communication and consent	Local foundation teaching Simulation asynchronous content	
Patient safety	Local foundation teaching asynchronous content	
Healthcare within a community	Local foundation teaching asynchronous content	
Additional learning	description	
Workplace activities: Learning in practice	description	
CBD		
Patient voice		
Multiprofessional activity		
QIP		
Module completion		
Self-assessment matrix post-module		
Summary narrative style reflection of module	eportfolio	
Educational Supervisor confirmation		



Certification of completion module [insert]

This certificate is presented to:
Insert Name

For taking part in the
enhance enable

Enhancing Generalist Skills Programme

Educational Lead: insert e-signature, name, role, region Period of study: XXXXXX-XXXXXX




Developing our integrated healthcare teams
Delivering modern healthcare

enhance enable – encouraging engagement

- Firstly completion of enhance enable is **not (yet) a mandatory requirement for F1 or F2 completion and not part of ARCP**
- We would like to encourage as many foundation doctors as possible to pick up this programme
- It helps them meet many areas of the foundation curriculum
- It re-focusses their learning to see how this will aid them in understanding the 'beyond the disease' element of being a doctor.
- So please feel encouraged to ask your trainees to look at the programme through the learning hub or your foundation school website.



Enhance enable deliverables for 24/25

Milestones	Q1 (April – June 24)	Q2 (July – Sept 24)	Q3 (Oct – Dec 24)	Q4 (Jan – March 25)
<p>Baseline: All Foundation doctors can access the self-directed Enhance enable online programme.</p>  <p>15% of F1 doctors will undertake Enhance enable</p> <p>Enhance enable plus: 33% of F1 doctors can access Regional/Trust delivered Enhance enable (live place-based programme)</p>	<p>Regional Delivery: Foundation Schools</p> <ul style="list-style-type: none"> Foundation Schools to develop a local introduction to enhance programme as part of F1 Induction package. Annual report of module and programme completion Foundation Schools plan the extension of F1 live-based teaching programme from previous year pilot Foundation Schools plan piloting F2 live-based teaching programme <p>Regional Delivery: trailblazer</p> <ul style="list-style-type: none"> Support the foundation schools to develop processes, particularly around completion and certification Submit the annual report of module and programme completion Present progress to trailblazer meetings 	<p>Regional delivery: Foundation Schools</p> <ul style="list-style-type: none"> Self-directed Enhance enable is promoted to all Foundation doctors Delivery of a local introduction to enhance as part of F1 package F1 and F2's commence in Regional/Trust delivered enable enhance plus programmes where available <p>Regional Delivery: trailblazer</p> <ul style="list-style-type: none"> Support the foundation schools to develop processes Present progress to trailblazer meetings 	<p>Regional Delivery: Foundation Schools</p> <ul style="list-style-type: none"> Foundation doctors are encouraged to present work in the enhance modules at the National Foundation doctor presentation day [UKFPO]. <p>Regional Delivery: trailblazer</p> <ul style="list-style-type: none"> Support the foundation schools to develop processes Present progress to trailblazer meetings 	<p>Regional Delivery: trailblazer</p> <ul style="list-style-type: none"> Submit the interim report of module and programme completion

Trajectories

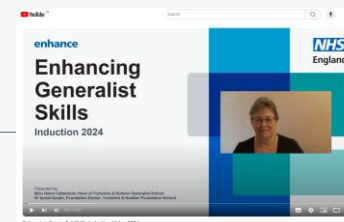
	2024	2025	2026	2027	2028
Foundation doctors will have access to enhance enable plus (live place-based generalist teaching programme).	33% of all Foundation doctors	50% of all Foundation doctors	66% of all Foundation doctors	Enhance enable plus: fully available in Foundation training	Enhance enable plus: enhance syllabus fully incorporated into Foundation curriculum

What is the 'ask' of FTPDs and Trusts?

- Familiarisation and marketing
- Encouragement and support for trainees and supervisors
- Certification and data collection processes
- (Induction material)
- (Foundation supervisor / administrator training 18 July 1230-1330 on Teams)
- Trust or regional live place-based programme development
 - Use generic teaching programme
 - Develop enhance learning activities
 - 'Re-badging' of existing teaching sessions
- (BTG sessions 2024-25)



"ENHANCE is the best thing I've done as an FY Doctor. It has helped prevent burnout, reminding me of all the possible ways I can help patients and their communities through generalist medicine. It has inspired me to get the best out of interactions with patients and colleagues, by encouraging my curiosity to understand the person and the community at the centre of NHS healthcare."



Find out more



A guide for Foundation
doctors on the enhance
programme

Guide for Foundation Doctors

Guide for Foundation doctors on the NHSE
enhance programme

[Read more](#)



A guide for Foundation
supervisors working with
NHSE enhance participants

Guide for Foundation Supervisors

Guide for Foundation supervisors working with
NHSE enhance participants

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Enhancing generalist skills





To find out more, visit:
[Lead.me/YEnhance](https://lead.me/YEnhance)

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ENHANCE
HUMBER'S GENERALIST SCHOOL

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