

Education Matters

Spring 2024





INTRODUCTION BY Lauren O'Brien Deputy Director of Education

Welcome to another edition of Education Matters.

We are so excited to share some of the incredible bits that education have been up to and I would once more like to offer my thanks to all colleagues who help support the department and education across the Trust.

Thanks

Lauren



AHP Support Worker Recognition Awards

We are delighted to announce the winners of this year's AHP Support Worker Recognition Awards.

The awards were presented by Linsay Hetko, AHP Project Manager within the Lancashire and South Cumbria ICS, and she was delighted to hear about all the wonderful things the teams had to say about their nominated colleagues.

Jodie Hamilton, Workforce Lead - Core Therapies, who was also in attendance expressed her gratitude to the nominees and their colleagues.

She said: "Thank you all for your continued dedication to your teams and your patients, you're a credit to the Trust and we couldn't do it without you!"

Congratulations to winners, Zoe Middleton, Eleanor Brook, Lewiss Main, Jennifer Fullalove, Zeynep Ozsabuncu, Suzi Berry and Ruth Hardacre!



Trust's Blended Learning and Medical Photography Teams take home a dozen awards!

On the 12th of November, the Trust's Blended Learning and Medical Photography team attended The Institute of Medical Photography Team's annual conference in Cardiff and returned with a whopping total of twelve awards!

The Institute, which is Europe's Leading professional body, promotes the role of Medical Illustrators across the healthcare setting, providing a range of support to existing services, including clinical illustration, communication services for both patients and clients, clinical photography, healthcare design, clinical video training experiences and so much more.

Their annual award ceremony aims to recognise excellence in such fields, with Silver, Bronze, Platinum, and special awards, distributed annually to members. LTHTR's Team were heralded, with a full list of awards, as follows:

- Lucy Tinniswood, Team Lead in Photography, collected three bronze awards for clinical and ophthalmic photography.
- Kelly Cassidy, Senior Medical Artist, collected three bronze and two silver awards.
- Xinlin Chen, VR Content Developer, collected two silver awards in her first ever entry!

- Deirdre Justusson, Multimedia Developer, collected three bronze and two silver awards.
- Wayne Troake, Blended Learning Manager, collected two silver awards.
- Adrian Hawtin, Senior Multimedia Developer, collected one bronze and one silver award.
- Cat Lamoon, Senior Clinical Photographer, collected four bronze and two silver awards.

A huge congratulations to all involved and a continued thank you from all at the Trust for your ongoing support and dedication to the incredible projects you undertake.

Finally, a congratulations to our very own Cat Lamoon, who has recently taken on her new role as Chair of the Institute of Medical Photography. She will be in the position for the next two years and we wish her all the best.

About her own and the team's achievements, she said:

"I am honoured to accept the position of Chair for the Institute of Medical Illustrators. The organisation has been an invaluable part of my career over the past 22 years, and I am humbled by their support in electing me to lead it forward".



Nursing Support Workers' Day celebrates the contributions of LTHTR Colleagues

In November, Lancashire Teaching Hospitals celebrated its first ever RCN Nursing Support Workers' Day, recognising the incredible work that these invaluable colleagues do to support patient care.

Nursing Support Workers are vital members of staff in all areas of healthcare, from the wards all the way to community teams, and do vital work to ensure care continues to run smoothly.

The day celebrates the hundreds of different roles that the Nursing Support staff do, including Health Care Support Workers, Assistant Practitioners, Nursing Associates, Health Care Assistants and so many more.

Whilst these colleagues provide so much support, unfortunately their input can sometimes go unnoticed and Nursing Support Workers' Day was all about taking the time to recognise their vital contributions, shining a light on their roles and skills, whilst also thanking them.

Managers took the time to nominate a number of their Healthcare Assistants and Support Workers throughout the Trust who have gone above and beyond in their roles, recognising their dedication and

commitment. A tombola prize was also offered to all that attended.

Thanks to Multipave and Pavertec, Wesley Davis and John Ralph who provided the prizes, along with Helen Vyas, Gillian Bevan, Silk Route Indian restaurant and the Clinical Education Team who provided further donations.

Head of Professional Education Development, Kate Harrison, also made an appearance to thank the Nursing Support Workers for their performance, whilst also discussing possible career progressions that are available through the Trust.

Event organiser, Joanne Satchell (Moore), Training Officer within Clinical Education Team, believes that taking the time to thank the workers was a vital reflection of the great work they all do. She said:

"The day was a great success – it was an opportunity to say thank you to all our wonderful nursing support workers, who do such an amazing job each and every day, often in challenging circumstances."



Clinical Nurse Tutor invited to Buckingham Palace to celebrate her contribution to International Nursing and Midwifery!

Meettu Koshy, a Clinical Nurse Tutor in the Professional Education Development Team, has said that her recent invite to a special ceremony at Buckingham Palace was 'a dream come true'.

Upon invite from His Majesty, King Charles, Meettu and a selection of nurses from across the Northwest received commendation from the palace for their contribution to International Nursing and Midwifery.

The event, which was also attended by Steven Colfar, Regional Director of Nursing at NHSE, celebrated the performance of colleagues from a range of backgrounds working in the UK'S Health and Social Care Sector.

Meettu was nominated by the Trust's HR Department who felt her incredible work mentoring the International Nurses deserved recognition. She is passionate and committed to her ongoing efforts of improving the experiences of International Nurses, having also become a Pastoral Support Nurse for her international colleagues.

Regarding the event as a 'career highlight', she shared her delight in being able to attend and wish His Majesty many happy returns.

She said: "Going to Buckingham Palace was a dream come true, I always read stories about the Kings and Queens, so to go to the Palace was really exciting. I never thought I'd get an opportunity to go there."

"It was also King Charles' birthday, so I was able to wish him 'Happy Birthday, Majesty' and have a handshake – it was a great privilege and honour, a lifetime achievement and the highlight of my nursing career of course."

"He was so humble, he made sure he took time to speak to everyone, it was amazing. We went through the main gates, which were open for us, and we were invited inside for soft drinks and canapes. To see the Palace was unbelievable, like being in the movies."

She added that the celebrations continued when she spoke to her family, back at home in India, recalling how delighted they all were.

"My family were so excited about it, they are really proud of me. I was overwhelmed with all the messages and congratulations. I don't know if I will ever get such a chance again, but I can always say I met the King!"

Having gained over a decade of experience working in different healthcare settings across the world, Meettu decided to settle here in Lancashire in 2019, having always wanted to work for the NHS. She regarded it to be an honour being able to represent the Trust.

"Healthcare in the UK always fascinated me. I was working as a nurse for the past 13 years and I worked in Dubai before deciding to move here, joining the Trust in 2019.

"Being an international nurse myself, coming to the country in 2019 from India, adjusting to a completely different culture– I've been through many difficult situations. Those experiences enabled me to help and be an encouragement and motivation to many international nurses in my job role as a nurse tutor. That was the reason I got nominated!

"It is a great honour to be part of my team and our Trust, I have always had the opportunity to move forward and progress, and it is like a big family. I would like to express my gratitude to the members in the Trust who nominated me, I'm really grateful and privileged."

About Meettu's achievement, Kate Harrison, Head of Professional Education Development, said:

"Meettu was a fitting representative of the Trust at Buckingham Palace – she is a Clinical Nurse Tutor within the International Nurse OSCE training team, who support our international nurses as they prepare to take their NMC OSCE exam.

"Meettu has supported her peers, and she has since moved onto delivering the BSc Nursing Adult Practice Based Pathway Programme and is now supporting our student nurses."



Undergraduate Medical Teaching Awards celebrate this year's achievements across the Trust

The Trust's annual awards ceremony to celebrate the work that takes place in medical education was held before Christmas, to once more recognise the outstanding work performed by both tutors and their students.

The 2022/23 Undergraduate Medical Awards saw colleagues from not just the Health Academy but across the Trust to be awarded for their achievements, this past academic year.

The plethora of awards recognise both tutors and students alike for their exceptional contribution to medical education, based on the direct feedback from the Trust's very own medical students.

The event was attended by a number of executives, including Hospital Dean, Professor Madhavi Paladugu and MB ChB Programme Director, Professor Margaret Kingston.

Professor Paladugu believes that offering praise where it is due is vital to the morale of all staff and students.

She said: "It is a great credit to the students and the team that 99% of undergraduate medical students

graduated in 2023. These awards are based on students' feedback and have been going for 15 years or so now. They recognise that the work of the whole team does in supporting and enhancing the undergraduates' learning experience and making them feel safe in the learning environment."

"This year has seen an exceptional contribution, so thanks to the undergraduate team for their organisation and support in enhancing the students' skills."

Professor Kingston added: "It's nearly 30 years since I started at med school, and I still remember my teachers, who were so influential. So it's lovely to come here and be part of educator's celebration event – you are so important."

A huge thanks to all staff who contributed to the event's organisation and those who attended.

Also a congratulations to all winners, a full list is on page 7.

Best Clinical Teaching

1. Dr Leena Tripathi
2. Dr Mohiuddin Sharief (Medical Assessment Unit)
3. Dr Ayesha Madan (Rheumatology).

Best Nurse/Midwife/PA/AHP Award

1. Dawn Parkinson (Nurse Consultant Orthopaedics)
2. Brooke Marsh (Physician Associate, Women's Health)
3. Angela Siddiqui (Clinical Skills Tutor).

Best Year 5 Undergraduate Teaching Placement Award

1. Critical Care and Acute Anaesthetics led by Dr Cristian Salbaticu (Clinical Placement Supervisor), Dr Laura Talbot (Clinical Placement Supervisor) and Sanjithkumar Nair (Clinical Placement Facilitator)
2. Acute Oncology led by Dr Catherine Mitchell (Clinical Placement Supervisor) and Gabriella Walker (Clinical Placement Facilitator)
3. Medical Assessment Unit led by Dr Munish Batra (Clinical Placement Supervisor), Mohanraj Kaliyaperumal (Clinical Placement Supervisor) and Anna Thomas (Clinical Placement Facilitator).

Student Choice for Outstanding Contribution to Learning

1. Dr Chad Pardoe (Renal)
2. Dr Mohiuddin Sharief (Medical Assessment Unit) and Dr Amer Khawaja (Medical Assessment Unit).

Best FY1/FY2 Doctor involved in Undergraduate Teaching

1. Dr Rachel Henderson
2. Dr James Meng
3. Dr Amber Oldham.

Student Achievement Year 4

1. Joshua Bugden
2. Zainab Lunat
3. Scarlett Mattingly-Peck.

Best Year 4 TCD Facilitator

1. Dr Ayesha Madan
2. Dr Elizabeth MacPhie (Rheumatology) and Dr Hari Bhaskar (Adolescent and Child Health);
3. Dr Pijush Das (Paediatrics), Mr Anthony Helm (Orthopaedics) and Dr James Haston (Oncology).

Best Teaching Placement Year 4

1. Women's Health led by Dr Julie Guiver (Clinical Placement Supervisor), Susan Rowlands (Clinical Placement Facilitator) and Samantha Leonard (Clinical Placement Facilitator)
2. Musculoskeletal led by Mrs Charlotte Cross (Clinical Placement Supervisor) and Ann Smith (Clinical Placement Facilitator)
3. Child Health led by Dr Pijush Das (Clinical Placement Supervisor) and Craig Robinson (Clinical Placement Facilitator) /Mental Health led by Dr Simon Belderbos (CPS) and Jane Le Roux (Medical Education Fellow).

Student Achievement Year 3

1. Jude Brennan-Calland
2. Charlotte Rudd
3. Arya Pontula.

Best Year 3 TCD Facilitator

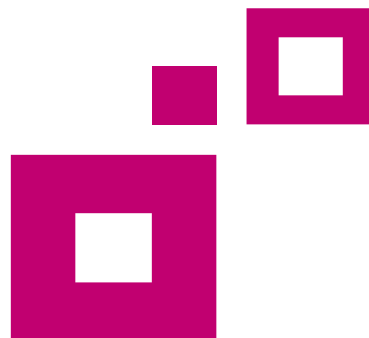
1. Dr Chad Pardoe
2. Dr Leena Tripathi
3. Dr Matthew Chiu (Emergency Department).

Best Year 2 Placement

1. Critical Care led by Dr Sudhindra Kulkarni (Clinical Placement Supervisor) and Sanjithkumar Nair (Clinical Placement Facilitator)
2. Oncology led by Dr Catherine Mitchell (CPS) and Dr Gabriella Walker (Clinical Placement Facilitator)
3. Gastroenterology led by Dr Ian Drake (Clinical Placement Supervisor) and Sherrie-Aquila Saych (Clinical Placement Facilitator).

Best Non-Clinical Staff

1. Litsa Bartlett (Curriculum Coordinator, Medicine)
2. Catherine Arrand-Green (Year 3 Coordinator)



Preston Mayor, Counsellor Yakub Patel, attends closing celebration of Black History Month at the Health Academy

Colleagues at the Trust were delighted to celebrate the end of Black History Month with the Mayor of Preston, Counsellor Yakub Patel, back in October.

The event, which was held at Royal Preston Hospital's Education Centre,

focused on highlighting the importance of Black History Month, recognising the contributions of black individuals throughout History.

Attended by executives and guests, the celebration was a roaring success, featuring performances from

local cultural groups, exhibitions celebrating black culture and poignant discussions from members of the local community.

Counsellor Patel, who has been a representative of Lancashire County Council since 2001, expressed his delight in being able to join colleagues at the Trust's celebration.

He said: 'It is an honour to represent our vibrant city of Proud Preston. We boast a remarkable diversity, with unity, inclusivity and celebration of culture. Today, we are able to give thanks to those who broke barriers and shattered stereotypes, but we must continue to ask, what is going to be our legacy?'

Naomi Duggan, Director of Communications and Engagement at the Trust, was delighted to attend and talk at the event and expressed her support for the importance of holding such celebrations.

She said: "Our colleagues come from many different backgrounds, and it is these differences that we have been celebrating, alongside recognising how important it is to learn and acknowledge what black people in history did to make sure our black community is recognised in the way it is today."

"As an Executive I'm always inspired by other leaders, and this year's theme of Saluting our sisters has highlighted some of these exceptional women.



However, it's not just these famous figures that I've been acknowledging, as I've also seen the fantastic work our black community do at the Trust to support and educate, helping colleagues to discuss important topics on our EDI agenda."

Ailsa Brotherton, Executive Director of Improvement, Research and Innovation, was also in attendance and enforced her support not just of Black History

Month but of promoting the Trust as an inclusive organisation, as a whole.

She said: "We are listening as an executive team to your stories so we can learn and ensure going forward we excel in being an inclusive organisation. It

is important to remember that supporting individuality isn't only for one month, and we should work together to strive for equality and fairness for all."

Rachel Kilminster, Equality, Diversity and Inclusion Officer at the Trust, helped to organise the ceremony.

She said: "The event was a great success and is a testament to all the hard work and dedication our EDI colleagues and Ethnicity Ambassador Forum Chairs do to help promote equality and diversity at the Trust."

"Our EDI strategy is one of our key priorities to ensure that we, as a Trust, are consciously inclusive towards our colleagues, patients and our communities. I'd like to thank everyone who took the time to attend last week's event, it was great to see some familiar faces as well as chat to new ones about the importance of raising awareness of months such as this."

"It is vital to us that we provide a culture where everyone feels valued and we will continue to work above and beyond until we achieve that."

The Equality, Diversity and Inclusion (EDI) Team strive to make the Trust a more inclusive and welcoming place for all colleagues and do their utmost to promote equality for all.

If you have any thoughts or experiences to share with the team, please contact them via email at: Inclusion@LTHTR.nhs.uk



Students of Parklands High School welcomed to Chorley's LIFE Centre

The Widening Participation team were thrilled to host a group of enthusiastic students, eager to gain further insight and experience of the careers available within the NHS.

Throughout their four-day career workshop, they were given introductions into the wide range of departments and roles available. They gained hands on experience in areas, including: Ophthalmology, Dentistry, Occupational Therapy, Maternity, Mental Health Nursing, Pharmacy, and more.

In addition, they developed critical employability and life skills such as conflict resolution, interview techniques, and an introduction to Basic Life Support.

After the workshop, the students and their tutors reported that they found the sessions highly informative. They gained deeper understanding of careers they were previously interested in, as well as learning about new potential career paths they had not yet considered.

The careers ambassadors from each department did an exemplary job of promoting not only the roles that they do, by the array of routes into it. The students were astonished at the versatility of their options, showing particular interest in the apprenticeship routes into such roles.

Many stated that they felt that these roles could only be accessed through traditional educational routes and therefore not a career that would be attainable to them. Many went away with food for thought about possible career choices.

The ambassadors also emphasised the personal fulfilment they achieve through helping our community - a message that deeply resonated with the students.

The students raved about the departments who volunteered their time, providing feedback such as:

"I loved the HCA session and Physio. I loved understanding how important each role in the NHS is and how without each other nothing would work."

"Yes, I had no idea how to approach an interview and how to act in one."

"If someone is considering or potentially wants a career in the NHS, I would recommend this programme as it shows you an abundance of roles within the NHS and how each role works with other roles."

"I enjoyed the speech and language session as I liked the activities we did and we were learning whilst participating in the activities."

About the workshop, the career ambassadors said: "It has been a truly rewarding experience for all involved, and we look forward to delivering further inspirational sessions in the future."

From Health Care Assistant to Advanced Clinical Practitioner - Rachel Rigby celebrates twenty years of career progression at LTHTR



When Rachel Rigby first started as a Healthcare Assistant on Ribblesdale Ward in 2000, at just eighteen years old, she had no idea just quite how much her career would change over the course of the next two decades.

Looking back, Rachel says that she looked for a job at the hospital on the recommendation of her aunt, a nurse already at the Trust, not knowing what direction she wanted her career to take.

"I left school unsure of what I wanted to do, and I started college training as a nursery nurse, but soon realised this was not the right career path for me. I began working in a nursing home and really enjoyed caring for people. As a result, my aunt suggested applying for a job at the hospital as there would be more opportunities to develop a career. I worked on Ribblesdale Ward for two and half years. There was a great team of staff that all pulled together to support each other."

After training as Radiotherapy Support Worker in 2002, Rachel was made aware of a new training

initiative that was launching at the Trust, the Assistant Practitioner Programme, and she decided to apply.

The programme would not only enable Rachel to progress up the banding, but it also gave her the option to develop her career, something she thought may have been out of reach before.

The Assistant Practitioner Programme was originally launched to help with recruitment and retention within Radiotherapy and to allow for role extension of experienced radiographers and to develop support staff to progress within the NHS. For Rachel, this was perfect, she recalls:

"I knew this was the right career choice for me; I loved working within oncology but needed a more challenging role. In 2003, I successfully applied to become a Trainee Assistant Practitioner within Radiotherapy. The training period was over two years whilst working towards a Diploma of Higher Education at Sheffield Hallam University."

She faced several obstacles throughout her training, including a lack of support from her colleagues.

"We came up against reluctance from some radiographers and other staff groups to accept the new role as they felt we were de-skilling the profession, which proved quite challenging at times."

But Rachel was successful and graduated with a Diploma in Radiotherapy and Oncology in Practice in 2005. She spent the next five years working as an Assistant Practitioner and in 2010, she was ready to develop her career further, deciding that her long-term career goal was to become a Review Radiographer.

Thanks to funding from Rosemere Cancer Foundation (RCC), Rachel was able to join the final year of the BSc Radiotherapy and Oncology at Sheffield Hallam University, enhancing her qualification to a degree, from which she graduated with first-class honours.

She recalls: "I was required to complete a bridging module prior to this to ensure I had the skills to evaluate literature, which were not included in the Diploma, and laying the foundations for much more study to come in the future."

Her newfound degree allowed to progress to a Band 6 in 2013, giving her more responsibility and autonomy. During this period, she also became more involved in additional supportive roles that would develop her patient care skills, after deciding this was the direction she wanted her career to progress in.

In 2015, a trainee Review Radiographer position became available, and Rachel was successful with her application, completing a Masters module in On

Treatment Review, alongside a six month in-house training programme shadowing doctors and other Review Radiographers.

The career jump gave Rachel immense job satisfaction and inspired her to continue to progress in her role. When a trainee Advanced Clinical Practitioner (ACP) position in Radiotherapy On Treatment Reviews was advertised in 2019, she knew she had to apply.

“I was confident this would be the right career move for me. Advanced roles within oncology allow skilled nurses and therapeutic radiographers to undertake many tasks traditionally undertaken by oncologists and were introduced in response to the service need.”

She was successful and Rachel completed her qualifications at UCLAN, becoming the first Therapeutic Radiographer to enrol on the ACP Multi-professional Competency Framework.

About her ACP training, Rachel says:

“It has allowed my role in radiotherapy to progress from managing routine radiotherapy toxicities to management of more complex presentations and to supporting patients that become unwell during treatment.”

“I work in conjunction with the medical team and am responsible for co-ordinating the assessment, management and care of radiotherapy patients. I am now clinical lead for the Radiotherapy Review Team and their first point of escalation when enhanced levels of care are needed.”

Now, as a qualified ACP in Radiography, although challenging, Rachel cannot recommend the programme more.

‘The Assistant Practitioner programme has been a great asset to radiotherapy department at the RCC with many of the staff that began employment on this programme progressing into senior roles. Support staff in radiotherapy play a key role in providing safe and effective care for the patients and are an integral part of the team.

Investing in support staff and providing opportunities for progression will allow the staff to develop their potential, should they wish to do so, into a career underpinned by a recognised qualification. This will make staff feel valued, increase job satisfaction and support recruitment and retention within the radiotherapy workforce.’

Well done, Rachel! What an incredible career!

Are you interested in sharing your career story? Contact the Health Academy via email at: TheHealthAcademy@lthtr.nhs.uk

Local Scouts earn their First Aid Badge at Chorley's LIFE Centre



The Widening Participation staff welcomed a scout group from the local community to complete their most recent badges at Chorley's LIFE centre.

The Scouts were working towards their 'Emergency First Aid' Badge and after the troop's leader reached out to the Trust and asked if it were possible for the group to come for a visit the team were more than happy to oblige, supporting their learning with a raft of fun, yet impactful activities.

Project lead, Karen Gore, states the event was a fantastic success, with the boys (and their Skipper!) having a great time and learning more than enough to help them cover the basics!

She said: “The group learned the difference between an emergency and a non-emergency, what to do in case of an emergency, how to dial 999 and what information to give to the call handler.”

“They also learned very basic first aid skills including how to treat a minor cut, a burn, choking and the recovery position. We incorporated hands on activities, lots of visual aids and ended with role play in our wardroom. We even had a bandage wrapping competition!”

“The children and even the scout leaders absolutely loved the session and have asked to come back next year and have passed out details onto other local groups.”

Thank you to all who were involved in making the day such a great experience for the Scouts. Who knows, in ten years we could be looking at our future workforce!

LTHTR T-Level Students return to the Trust



We were delighted to welcome back our T-Level Students as they returned on placement after spending the last term honing their theory at Runshaw College.

The nine students, aged between 17-18, are studying their T-Levels in Health and we proudly sponsor their education, offering them clinical placements to gain experience in an NHS setting.

The students will leave Runshaw with a T-Level, which is a new vocational qualification, equivalent to three A-Levels. Each student with a Health T-Level will be able to gain access to a university degree the same way they would if they had more traditional A-Levels. Catching up with Widening Participation's, Jane Parkinson, she said that the returning students are doing brilliantly and had a great time being able to get back on the wards.

She said: "We have had some great feedback and they all enjoyed their time on Hazelwood, Cuerden and Rookwood A. We can't wait to see them back next time!"

Best of luck to all students now that they have returned to college, we can't wait to see you back!

Addressing Health Inequalities with Advanced Practice

On an away day, LTH's Advanced Practice Team explored the impact that inequalities across our communities can have on the patients that are treated within the Trust.

According to GOV UK, 'Health Inequalities are avoidable differences in health outcomes between groups or populations,' and with Lancashire residents experiencing a 38% poverty level, almost 10% above national average, our Trust is no exception.

Throughout the course of the day, a number of topics were explored including: population health, health literacy and how health inequalities affect mental health, the elderly population, respiratory conditions, and how this, in turn, impacts services. Whilst also exploring research already completed to improve health inequalities.

The event, which was attended by leading keynote speakers and senior staff from across the Trust including; Sarah Cullen, Dr Andy Knox, Liz Midwinter, Dr Simon Belderbos, Jo Bingham, Louise Davitt, Cath Edwards, Dr Muna Parajuli and Dr Sarah MacRae, was hugely successful, receiving 100% feedback.

Advanced Practice Lead, Caroline Ashworth, believes that the overwhelming number of Health Inequalities that care staff face daily can really affect the level of treatment that they are able to administer.

She said: 'We are facing an epidemic. The average NHS service user has a literacy rate of a nine-year-old and we are asking them to understand and consent to the treatment that most well-educated adults would struggle to understand. We really need to learn how to alter our approach so that we can not only change our practice with different members of the public but that we also understand the obstacles that they face.'

Feedback from the course was overwhelming, with 100% of all those in attendance rating the day as 'excellent', with many stating that the topics have completely changed their perspective.

One said: 'This was the most inspirational training day I have had to date. I have many ideas on how I can lead change to tackle health inequalities in my area.'

Are you interested in improving your skillset and becoming an Advanced Practitioner? Contact AP Lead Caroline Ashworth via email: Caroline.Ashworth@lthtr.nhs.uk to learn more.

Make studying easier with LibKey Nomad (on behalf of LTH Libraries)

Are you having trouble accessing full-text articles online? LibKey Nomad can bring the Library and Information Service's journal collection to your desktop. LibKey Nomad is a browser extension that can be installed in Edge, Chrome, and other major browsers. You can install LibKey Nomad on Trust PCs. It takes 2 minutes to install.


Here is how it works

After installing LibKey Nomad, when you visit an article page that the Library and Information Service subscribes to, the LibKey Nomad logo will appear. Click on the logo and you will be taken to the PDF document. see image below

Searching PubMed

LibKey Nomad also installs itself in PubMed. When you search PubMed, you will see extra icons that will take you to the full text articles or to an online form that will allow you to request articles from the library.

 Access Options

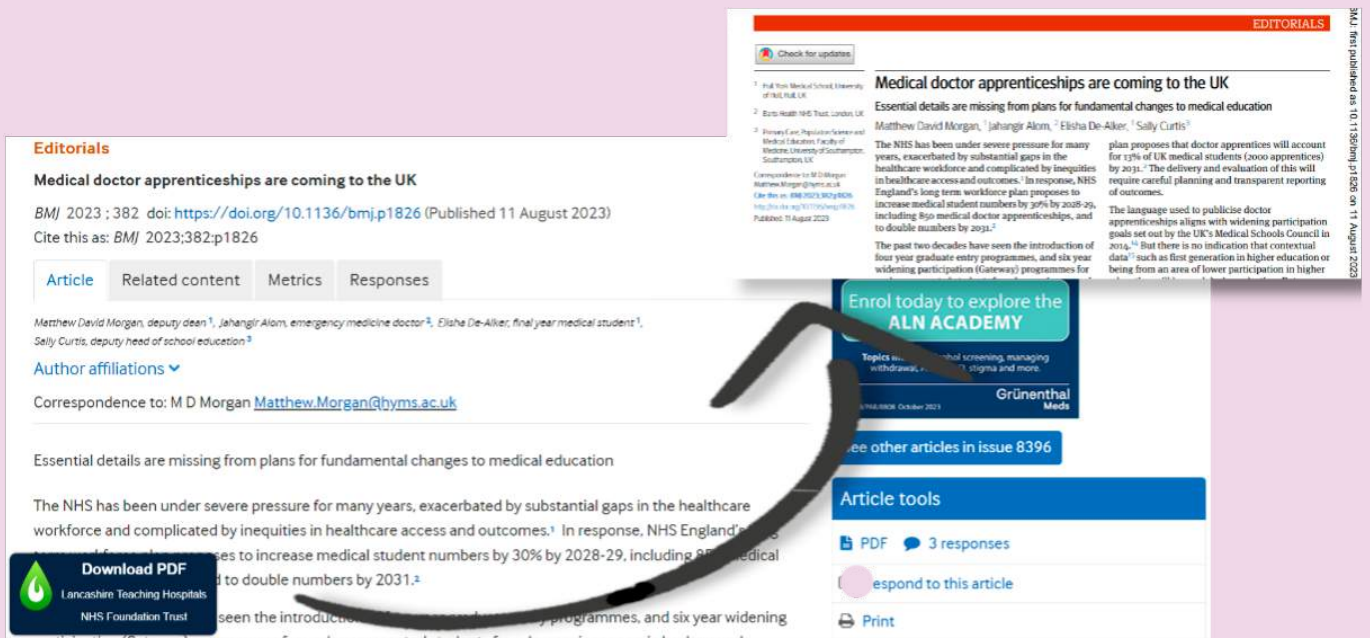
 Download PDF

How to install LibKey Nomad.

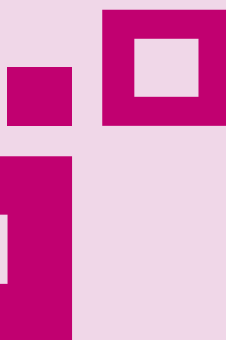
This quick guide will take you through the process of installing LibKey Nomad in Edge.

Need help.

To access some articles, you may need to register for an OpenAthens password. If you need any help with OpenAthens or LibKey Nomad, then please email The Library and Information Service at library@lthtr.nhs.uk



The screenshot shows a BMJ article page titled "Medical doctor apprenticeships are coming to the UK". The article text discusses the NHS's pressure to increase medical student numbers and the introduction of apprenticeships. A LibKey Nomad overlay is present, featuring a "Download PDF" button with a green leaf icon and a "Check for updates" button. The overlay also includes a "Check for updates" button and a "Download PDF" button. The article text is partially obscured by the overlay. The LibKey Nomad logo is visible in the bottom left corner of the overlay. The article title is "Medical doctor apprenticeships are coming to the UK". The authors are Matthew David Morgan, Jahangir Alam, Elisha De-Aliker, and Sally Curtis. The article is published in BMJ 2023; 382. The DOI is https://doi.org/10.1136/bmj.p1826. The article is published on 11 August 2023. The article is available in full text. The LibKey Nomad logo is visible in the bottom left corner of the overlay. The article title is "Medical doctor apprenticeships are coming to the UK". The authors are Matthew David Morgan, Jahangir Alam, Elisha De-Aliker, and Sally Curtis. The article is published in BMJ 2023; 382. The DOI is https://doi.org/10.1136/bmj.p1826. The article is published on 11 August 2023. The article is available in full text. The LibKey Nomad logo is visible in the bottom left corner of the overlay.



Guidance for the Assessment of Proficiencies for Pre-Registration Nurses, both Adult Field and Child Field



As part of the Integrated Care Board, Cheshire and Merseyside have worked collaboratively with practice learning areas and Universities to develop guidance and resources to support the achievement of Nursing and Midwifery Standards of Proficiency (2018).

The purpose of this guidance is to support nursing learners along with Practice Assessors and Practice Supervisors during the assessment process on placements. This guidance is an interactive digital toolkit that offers suggestive assessment methods that could be utilised in the assessment of proficiencies and further information on the use of SPOKE opportunities.

If you would like to access these tool-kits, you can search for them on Blended Learning by going to courses and searching either;

- Guidance for the Assessment of Proficiencies for Pre-Registration Nurses: Adult Field
- Guidance for the Assessment of Proficiencies for Pre-Registration Nurses: Child Field

In addition, resources have been created to align each proficiency for both Adult and Child Field to the eLearning and Policies available at LTHTr. These resources offer suggestive actions to support evidence of completion of each specific proficiency, across three parts/years.

Coming soon to Blended Learning will be the Guidance for the Assessment of Proficiencies for Trainee Nursing Associates (TNA) and Guidance for the Assessment of Proficiencies for Pre-Registration Midwives. Further communication will be sent out once this is available.

LTHTR rank third in most responses for NETS feedback

With this year's National Education and Training Survey (NETS) having drawn to a close, we are delighted to share that Lancashire Teaching Hospitals have ranked third out of all Trusts in the region for the most responses.

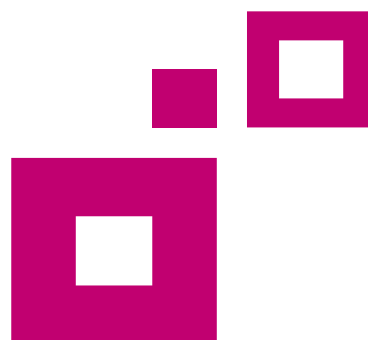
The survey, which is hosted by NHS England, runs annually and is open to all students and learners who are studying in an NHS Healthcare setting. The initiative was launched in 2018, making this the fifth year that learners and trainees have been able to share their thoughts and experiences with the organisations.

NHS England hopes that the survey will allow them to continue to improve the student experience, with the NETS providing direct insight to current education practices. This allows learner to continue to hone their skills and ensure the maintenance of the high standard values and behaviours required by the professions.

Thanks to the dedication of LTHTR staff, we have received more feedback this year than ever before, allowing us to project a more balanced view of the current student experience on offer here at LTHTR.

The number of responses totalled four hundred and thirty-seven, with the most replies coming from the Post Graduate Trainees who provided almost two hundred surveys, followed by Medical Undergraduates, with ninety.

We would like to thank all individuals who took the time to share their experiences and look forward to sharing the results of the NETS survey when they are published later this month.





NHS England visit Lancashire Teaching Hospitals

In November, we were delighted to welcome leading representatives from NHS England to Lancashire Teaching Hospitals to share some of the great work that our teams in Education are doing to share knowledge across the Trust.

With a packed agenda across the entire Royal Preston Hospital Site, the Health Academy and Blended Learning Team were excited to be able to share some of the immersive and digital learning programmes, which make LTHTR so unique.

Executives including; Richard Meddings, Chair of NHSE, Sir David Behan, Non-Ex Director of NHSE and Paul O'Neill, Vice Chair of NHSE, along with Directors from our own Trust, including our then Interim Chief Executive Officer, Faith Button, were able to participate in and sample some of the innovative training tools we have on offer.

Starting with a tour of the interactive simulation suite, where students role-play surgical procedures with interactive mannequins, there was also time to catch up with the Blended Learning Team to take a look at some of their digital equipment that is used in training and teaching across the Trust.

With software including the Pole-Cam, Audio-Visual Services, VR Headsets, Medical Illustration and so much more, the Executives were delighted with the diverse range of learning initiatives on offer.

Catching up with Human Factors Tutor and Simulation Team Lead, Andrew Burke, he expressed how important it was that awareness and the potential of the facilities that we have on offer was spread across the Trust.

He said: "There is no limit to what we can achieve with these facilities. It gives students the opportunity to experience so much more than they would in a traditional classroom setting or if they had to wait for their turns on the wards."

"There is a lack of understanding when it comes to Simulation and a lot of people just think that it's a video or a dummy in a bed but that's not the case. We have one of the leading facilities in the country, with some really incredible equipment. We can simulate train crashes, different environments which really prepare the students for real life events."

"They can practice so much on the mannequins. Cannulisation, OBs... we can simulate heart attacks. All sorts."



LTHTR host Targeted Practice Education Programme in conjunction with NHS England to share digital knowledge across the ICB

In November, the Trust were delighted to be able to host the first ever Targeted Practice Education Programme (TPEP) Digital Conference to promote the impacts of digital education across the healthcare network.

The full day event allowed keynote speakers and experts from all across the ICB to share their digital learning environment approaches and how that has positively affected the healthcare that they are able to deliver.

There was a range of talks from speakers of all backgrounds, including LTH's own Deputy Director of Education, Lauren O'Brien, along with:

- Linda Vernon, Head of Digital Empowerment – ICB
- Hannah Evans-Griffiths, Regional Placement and Learning Environment Programme Manager - NHS England
- Dr Matthieu Poyade, Research Fellow and Programme Leader - The Glasgow School of Art
- Wayne Troake, Blended Learning Manager – LTHTR
- Chris Harrison, Research Education and Sales Manager – CREATE Education
- Henrietta Mbeah-Bankas, Head of Blended Learning – NHS England
- Russell Ashworth, Clinical Educator – Alder Hey Children's Hospital

- Nick Moseley, E-Learning and VR Consultant – Moseley Multimedia Limited
- Jane Daly – Behavioural Scientist and Virtual and Hybrid Learning Faculty Lead
- Ian Mills, Leadership and Organisational Development Advisor – LTHTR.

The audience of almost two hundred and fifty gave overwhelming feedback, both from the talks and from the immersive digital exhibition which followed, stating that the day had really changed their perspective on the benefits and potential that digital education can have on current healthcare practices.

In addition to the lecture, the showcases on offer included: Polecam, Hololens, Medical Illustration, Simulation Practice, Medical Realities, 360 Cameras, Technology Enhanced Learning and so much more.

With some truly astounding developments, such as Create Education's innovation in Metal Printing. The simple procedure has completely reduced the cost of producing artificial joints for kneecap replacements to a mere £75, from a staggering £15,000 in just 2021.

It was clear from the day just quite how bright the future of healthcare can look, in conjunction with digital innovation.

But, according to ICB's Linda Vernon, whilst the impact of such advances can be incredible, it is also important to understand the responsibilities that come with it. In her discussion, Our Digital Future, she explored these concerns and reiterated the commitment that is required.

Linda, a Physiotherapist, by background, said:

'Whilst we begin to move forward, it is so important that we don't leave people behind. Digitisation begins small, but it has the potential to radically transform lives, we can't allow it just to impact a small number of people. It has to be widespread, and we must be prepared, because our digital future is happening right here, right now.'

Glasgow's School of Arts, Matthieu Poyade agreed, adding the importance of keeping up with the ever-changing future of digitisation.

'We need to be more audacious in our approach and constantly have to keep asking, what is coming next? There is excellent potential with augmented realities when training the future workforce. We can completely change how workforces learn.'

Event organiser, Kirsty Stephenson, the Trust's Placement Expansion and Digital Lead, was delighted with the success of the event.

She said: 'It was amazing to see such a turnout, we are so excited to be able to be sharing the wealth of innovation that is going on across the ICB and we can't wait for the next event!'

LTHTR celebrates LGBTQ+ History Month at the Health Academy



In February, we were delighted to celebrate this year's LGBTQ+ History Month with colleagues and executives in the Lecture Hall of the Health Academy.

The celebration, which is the first to be held in person since the pandemic, was attended by almost thirty and featured multiple speakers, including Ailsa Brotherton, Executive Director of Improvement, Research and Innovation and Imran Devji, the Trust's new interim Chief Operating Officer.

We also welcomed community guest speakers, Barrie Morgan-Scrutton, the Trust's Staff Ambassador for LGBTQ+, and Toni Sutcliffe-Whyte, the Trust's LGBTQ+ Forum Chair.

With this year's theme of remembrance celebrating all things healthcare, with the official slogan being 'Medicine – #Under the Scope', it was vital to hear from voices within the medical community.

Taking to the stage, Ailsa Brotherton, who is also the lead of the Equality, Diversity and Inclusion Forum Improvement programme, emphasised the importance of unity when striving to create a harmonious and inclusive working environment.

She said: "We need to focus on creating an environment to enable everyone to be able to bring their whole selves to work. There is a lot that we can do to ensure that our employees and colleagues want to come to work and that they will be healthier when they are at work."

After proceeding to outline her improvement actions, she encouraged all comments and suggestions that those in attendance felt would improve life for the LGBTQ+ community at the Trust, with the resounding response being the importance of allyship and making colleagues feel safe and welcome, irrespective of their identity or orientation.

When speaking, Toni Sutcliffe-Whyte, herself a member of the LGBTQ+ community, reiterated the importance of having safe communities in the workplace.

About the LGBTQ+ forum, she said:

"It has been so, so important to me. It has helped me understand my identity and educate me, whilst making me feel so loved and welcomed. The work we do today will change the way (others) are treated in the Trust in the future."

Rachel Smith, Equality, Diversity and Inclusion Officer at the Trust, thanked everyone who attended and helped make the event the success that it was.

About the History Month, she outlined the poignancy of the date as we celebrate twenty-one years since the revocation of the Section 28 Laws, which outlawed the "promotion of homosexuality" by local authorities from 1988 – 2003.

"It is so wonderful to see everyone here, united in the celebration of our LGBTQ+ history."

"If you have any queries or wish to get in touch with us, contact our EDI email at: inclusion@lthtr.nhs.uk."



Continuing Professional Development Sessions – Adult Nursing Learners

The Workforce and Education Team have recently begun offering continuing professional development (CPD) opportunities to our Adult Nursing learners.

Personal and professional development helps manage our own learning and growth, from pre-registration to post-registration and throughout our career.

Continuous learning helps develop our knowledge, skills and attitudes and values; therefore, we feel it is important to provide our learners with the opportunity to enhance their learning journey and embed their skills from theory to practice.

All Adult Nursing learners will be invited to one CPD session per placement throughout their programme. For their last session, we will be hosting a celebration event to thank our learners and recognise their hard work and contribution to our Trust, in delivering excellent patient care.

As part of these sessions, our learners will;

- Take part in both clinical and peer supervision.
- They will develop their professional voice and be part of continuous improvement.
- Have the opportunity to speak with our Clinical Placement Support Team and request any support they need.
- Learn from our highly knowledgeable multi-professional teams on topics including; Recruitment, Palliative Care, Reflection, Wound Care, Deconditioning, Dementia, Leadership and Coaching,

Infection Prevention and Control, Revalidation, Falls Prevention, Datix's, Sepsis, Nursing Management, Peer Social, Mouthcare Matters, Continuous Improvement, Preceptorship, and Apprenticeships.

All attendees will be provided with a portfolio to collate evidence of their learning, in line with their proficiencies and suggested resources for their year of practice. We also provide learners with a 'Hello my name is badge', to support positive therapeutic relationships to develop between patients and healthcare staff and provide a strong team culture.

Feedback received from our learners suggested they would like our colleagues to be able to visually identify their year of learning, thus we have designed and created 1st, 2nd and 3rd year badges to support their learning opportunities available on placement.

We would like to thank our Educators for taking part in our CPD Sessions and sharing their expert knowledge and skills with our learners. If any of our colleagues would like to take part in our CPD Sessions, by delivering a teaching session on your speciality, please contact the Placement Expansion Team on PES@lthtr.nhs.uk

The feedback we have received from our learners suggest; they thoroughly enjoy every aspect of these sessions, feel valued in contributing to continuous improvement and feel able to take the knowledge and skills they have learnt back into placement. Here are a few words from our learners that have attended our CPD sessions.

Lancashire Teaching Hospitals ranked highest performing NHS Apprenticeship Training Provider in the North West

According to the latest Qualification Achievement Rate (QAR) data from the ESFA (Education and Skills Funding Agency), we are proud to announce that Lancashire Teaching Hospitals have the highest achievement rate of any NHS Apprenticeship Training Provider in the Northwest for the academic year 2022/23.

The Trust, who was judged against over 1100 other Apprenticeship Training Providers across the country, was ranked in the top 8%, outperforming some of the countries largest and long-established apprenticeship training providers. Having exceeded the achievement rates of 23 other NHS organisations, only 5 others achieved higher, although all of which had much fewer apprentices on their programmes.

The ESFA has confirmed that the Trusts QAR for 2022/23 was a huge **81.3%** which is a 3% improvement on the previous year and an overwhelming 26.7% better than the national QAR. This is the 4th consecutive year that the Trust has improved their achievements rates and demonstrates the commitment to continuous improvement and high-quality training.

LTHTr focus their delivery on two apprenticeship standards, which have been identified as integral to support the future workforce, both of which were highly successful in 2022/23:

The Senior Healthcare Support Worker apprenticeship QAR increased by over 6% to an unbelievable **89.4%** and performed 29% better than the national average. The [Level 3 Senior Healthcare Support Worker](#) is a 13 month programme which is used to support Healthcare Support Workers working in adult nursing, theatre and therapy support roles to develop the knowledge and skills required to work within a band 3 role and in addition gain a level 3 healthcare qualification.

The Learning Mentor apprenticeship achieved a QAR of a staggering **87%**, an increase of 5% compared to the previous year and 38% higher than the national average. The [Level 4 Learning and Skills Mentor](#) is a 12 month course which is used to support employees who mentor new recruits, junior colleagues and students to ensure that the workforce is adequately and appropriately supported to continuously develop and progress.

Additionally, the Trust have retained their **100%** programme pass rate, for a staggering fourth year running, having supported another 100 employees to improve their knowledge and skills through the apprenticeships they deliver, bringing the total to 575.

According to Deputy Director of Education, Lauren O'Brien: 'Congratulations to our Apprenticeship Team for this fabulous achievement. None of this would be possible without your collective hard work and dedication to the service.'

'It is a testament to your commitment to your roles and provides an excellent platform for us to grow and shape our provision as an Apprenticeship Training Provider moving forward.'

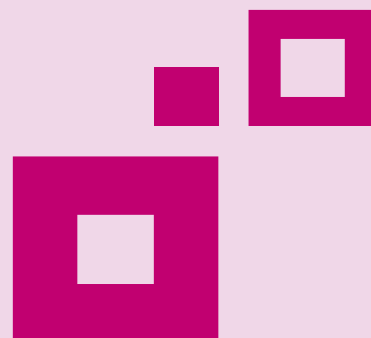
'You go above and beyond every day.'

The outstanding success of the Trusts apprenticeship training demonstrates why we are the best training provider to support our workforce.

Are you or anyone you know interested in undertaking an Apprenticeship with the Trust? If so, you're just in time! Both courses are open to applications, with the next intake dates below:

- Level 3 Senior Healthcare Support Worker – Wednesday 8th May 2024
- Level 4 Learning and Skills Mentor – Monday 20th May 2024
- Alternatively, we have intakes throughout the year for both apprenticeship programmes:
- Level 3 Senior Healthcare Support Worker – January, May and September
- Level 4 Learning and Skills Mentor – February, May, August and November

If you're interested in applying or would like more information, contact us by email on: apprenticeshipinfo@lthtr.nhs.uk



Useful contacts

General Education Enquiries

T: 01772 52(1444)

E: thehealthacademy@lthtr.nhs.uk

Room Bookings Education Centre 1 & 2 (Preston)

T: 01772 52 (4919)

E: Education.rph@lthtr.nhs.uk

Room Bookings Education Centre 3 & LIFE (Chorley)

T: 01772 24(5600)

E: Education.cdh@lthtr.nhs.uk

Apprenticeships

If you need advice about taking on an Apprentice or developing an Apprenticeship pathway in your area, then please contact the Apprenticeship Team on:

T: 01257 247529

E: apprenticeships@lthtr.nhs.uk

Clinical Education

For any information or advice relating to clinical education or clinical skills please email:

Clinical.education@lthtr.nhs.uk

For HCA enquiries please email:

Hcaeducation@lthtr.nhs.uk

Training and Booking

T: 01772 52 8330

E: trainingperformance.compliance@lthtr.nhs.uk

