



Transforming education and trainee experience using quality improvement

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PROJECT OVERVIEW:

Problem: The 2018 GMC National Training survey (NTS) indicated Kingston Hospital Paediatric trainee dissatisfaction with local education and training, with resulting poor morale and motivation.

Action: Implementation of key educational interventions using PDSA cycle framework with frequent re-evaluation of progress.

Outcome: Strong overall improvement in trainee educational satisfaction as evidenced by the 2019 GMC NTS.

METHOD: PDSA FRAMEWORK

Overall outcome measure: Trainee satisfaction in the 2019 GMC survey



KEY INTERVENTIONS:



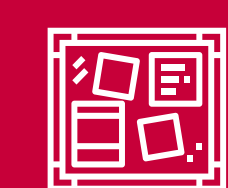
Appointment of 'Education Champions'
Dedicated team (junior doctors/consultants) with specific education-focused roles.



Rota design changes
Allocation of protected peer-peer teaching slots, increased clinic flexibility, introduction of a monthly registrar education symposium.



Experiential teaching
Micro-teaching by sharing of weekly 'learning points' via whatsapp group.



Visual learning
Re-purposed 'Education white-boards' updated monthly with clinical topics and educational opportunities.



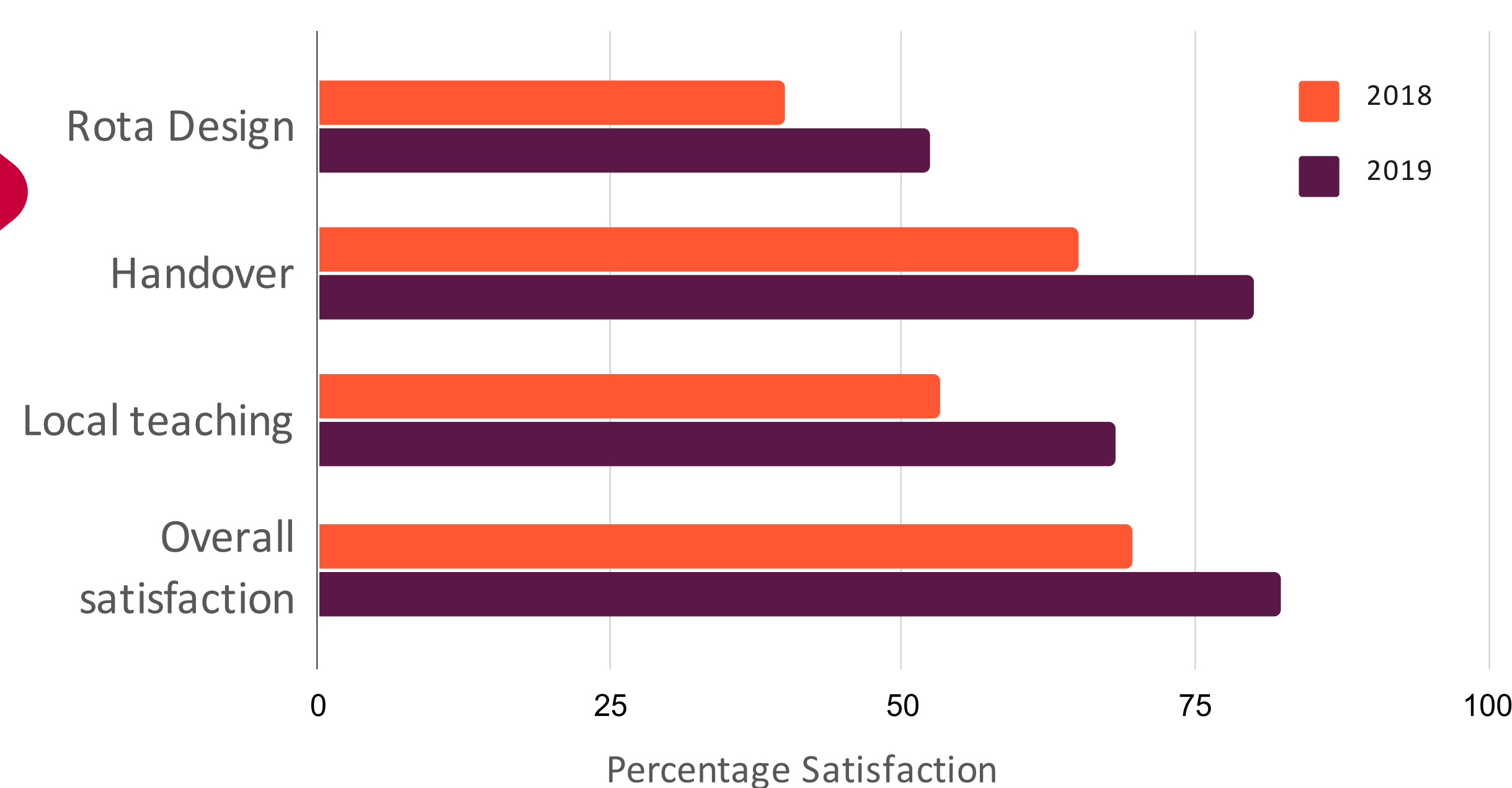
Education summaries
Monthly educational email summarising and sharing local and regional learning.

RESULTS: IMPROVEMENT SEEN IN GMC SURVEY

1. Overall outcome: 2019 NTS showed improvement in all areas targeted (see graph)

- Excellent feedback from team particularly regarding monthly email summaries, and improved overall engagement with teaching.
- Regular monitoring of 'learning points' showed regular uptake (median 3 weekly shared learning points sustained for 3 months), however reduced rates seen over bank holidays and with increased locum cover.

GMC NTS Results 2018-2019



CONCLUSIONS

- This QIP demonstrated that use of multiple 'Key Interventions' including multimodal communication and capitalising on 'micro-teaching' opportunities for frequent sharing of learning can embed education into a busy working day and improve trainee satisfaction at a local level.
- On-going PDSA cycles and dedicated education champions are required to sustain further improvements in education and trainee experience.