

LondonDeanery

Commissioning for Excellence

For better, safer patient care and
more effective learning

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Purpose of Postgraduate Medical Education

Improve the quality and safety of today's
and tomorrow's patients

Every system is perfectly designed to produce
precisely the results it delivers

Paul Bataldan, Don Berwick, Institute for Health Improvement 1997

Commissioning for the Ideal Product

- **A Doctor trained in their specialty to meet the needs of patients**
 - Clinical skills and knowledge
 - Professional behaviours and attitudes
 - Managerial / organisational skills and knowledge

Commissioning is:

- ‘the act of committing resources, particularly but not limited to the health and social care sectors,
- with the aim of :
- improving health
- reducing inequalities
- enhancing patient experience’

Quality is central to commissioning

GENERIC REQUIREMENTS TO MEET AND EXCEED GMC STANDARDS

Designing and delivering high quality training programmes

- Responsive to DrPGT needs
- Enhanced training opportunities
- Balance of relevant clinical and organisational experience
- Year on Year *Measurable* improvement in quality

Clinical skills and knowledge

- **Commission specialty specific courses**
- **Specify rotational requirements**
- **Specify content of posts**
- **Specify training of Clinical and Educational supervisors**

Clinical skills and knowledge – Quality metrics

- **Evaluation of courses**
- **Attendance at courses**
- **Exam pass rates**
- **ARCP outcomes**
- **MSF of Educational supervisors**

Medical Professionalism Definition

Medicine is a vocation in which a Doctors knowledge, clinical skills and judgement are put in the service of protecting and restoring human well-being. This purpose is realised through a partnership between patient and doctor, one based on mutual respect, individual responsibility and appropriate accountability

Medical Professionalism – Behaviours and Attitudes

- **Integrity**
- **Compassion**
- **Altruism**
- **Continuous improvement**
- **Excellence**
- **Working in partnership with members of the wider healthcare team**

Commissioning and measuring quality of training for professionalism

- **Individual professionalism**
- **Institutional professionalism**

Individual professionalism

- Should be provided with opportunities for inter-professional education and team working
- The delivery of the curriculum will be enhanced through simulation and e-learning where appropriate.
- Should be provided with opportunities for supervision and development in research competencies including critical appraisal skills.

Institutional professionalism

- Should be provided with work-based opportunities to develop as a leader, for example, through graded service development responsibility and workplace shadowing, gaining organisational skills.
- Must be provided with opportunities to participate in quality and safety improvement initiatives and processes, including involvement in incident reporting/investigations and clinical governance systems.

Quality metrics

- **Evaluation of simulation and e-learning courses**
- **MSF of Dr in PGT**
- **Research / Academic output**
- **Detection and management of the Dr in difficulty**

Question:

- **Is the outcome in this domain the responsibility of the trainer or the trainee?**

Managerial / organisational skills and knowledge

- Delivery of the Leadership Framework
- Involvement in Quality Improvement projects
- Time Management
- Managing Complexity – Balancing resource against health needs
- Leadership MSF

Quality of Clinical & Education Supervision

- Training of supervisors with specified time and reward for their role
- MSF of supervisors
- Evidence that supervisors use workplace based assessments (WPBA) formatively (by assessment of free text comments)
- a high proportion of assessments are undertaken by consultants
- Improvement of sector Trusts in the GMC PGST survey will be expected.

Summary

- **Commissioning offers opportunity to define the requirements of training organisations and hold them to account for delivery**
- **The challenge is to find the quality measures that will improve the standard of training so that doctors are fit for purpose for now and in the future**