

Is there a problem finding clinical faculty for Foundation doctor simulation?

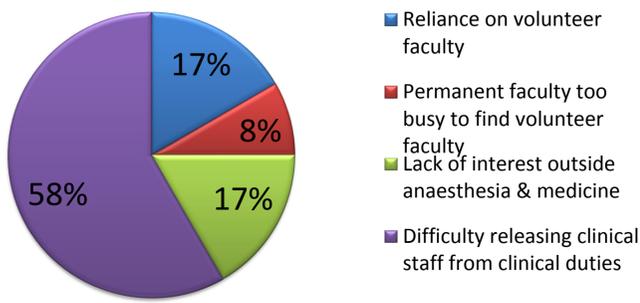
Health Education England

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Introduction and Method:

Many trusts across South London, Kent, Surrey and Sussex (KSS) report that they find difficulty in recruiting adequate numbers of clinical faculty to deliver their simulation service. We wanted to investigate the reasons for this and identify the current state of simulation faculty at trusts across the region. As part of a larger research project, we sent electronic surveys to simulation leads and medical education managers in trusts across KSS between September and November 2017, followed by site visits to south London trusts in early 2018. The results below summarise the responses we received.

Q1: Do you have any specific difficulties in finding enough clinical faculty to provide Foundation doctor simulation training?



Results from 12 trusts across south London and KSS:

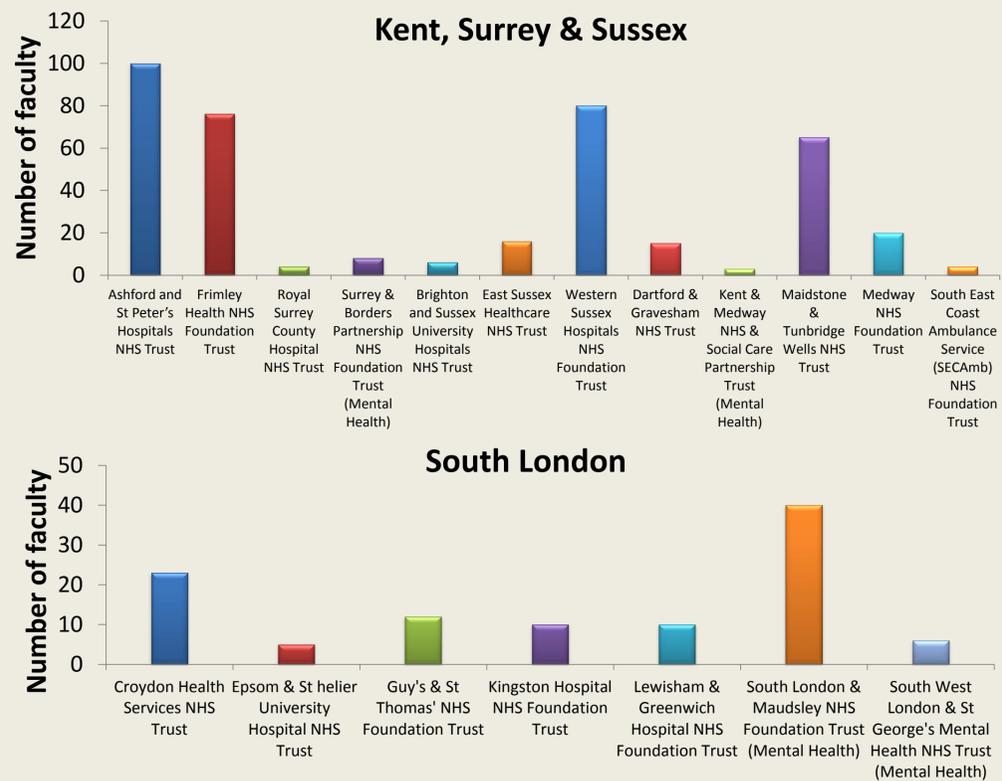
- Respondents to our survey highlighted a variety of issues relating to recruitment of clinical staff. These issues can be grouped under four main categories: (1) a reliance on voluntary faculty, (2) permanent faculty being too busy to find volunteer faculty, (3) a lack of interest outside anaesthesia and medicine, and (4) a difficulty in clinical staff being released from their clinical duties.
- More than half of respondents mentioned difficulty in clinical staff being released from clinical duties as a specific difficulty they face. Conflicting clinical commitment, rota problems and lack of SPA time in job plans were reported as possible explanations these difficulties.

So, how do trusts meet these challenges?

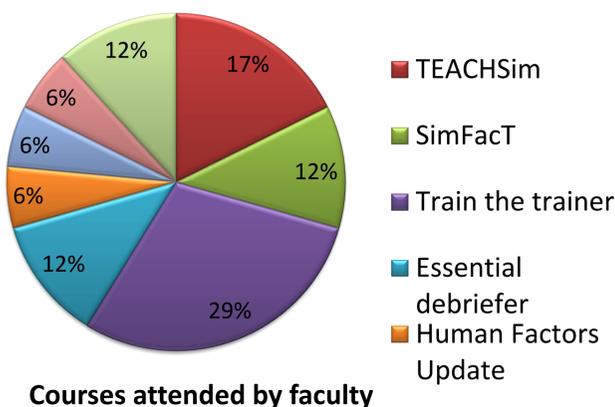
Q2: How many active clinical faculty do you have in your trust (i.e. how many clinical staff have facilitated at least one session in the last year)?

- Across Kent, Surrey & Sussex, four trusts reported more than 60 active clinical faculty, and the remaining eight trusts reported less than 20 active clinical faculty. Assuming that trusts run similar numbers of sessions, this suggests that these 4 trusts recruit large numbers of clinicians, who each facilitate small numbers of simulation sessions compared to the majority of trusts.
- Across south London the numbers also vary, but to a lesser extent. Maudsley Simulation have the largest active clinical faculty from respondents, and all faculty there are internal. Other trusts in south London have smaller numbers of regular clinical faculty.
- These results suggest that many clinicians across the region are interested in becoming facilitators. Trusts with large numbers of active faculty may support the suggestion that clinicians have trouble being released from clinical duties regularly.

Note: Data from East Kent, King's, Oxleas & St George's were pending at the time of developing this report



Q3: Which simulation-related courses have your technical or clinical faculty attended that were especially useful?



- To examine whether training plays a role in faculty retention we asked simulation leads across KSS and south London which faculty training courses were especially useful for the faculty's roles. Based upon responses from 15 trusts across south London and KSS, TEACHSim¹ (KSS), SimFacT² (Brighton) and Train the Trainer³ (south London) were most commonly cited to be useful courses.

Conclusions

- Trusts across south London & KSS report many issues with recruiting sufficient numbers of clinical staff to deliver a Foundation simulation training service. The most commonly cited reason is difficulty in releasing clinical staff from clinical duties.
- There is significant variety in numbers of active clinical faculty across the region, with four trusts in KSS having at least 3 times the numbers of clinical faculty compared to other trusts.
- TEACHSim, SimFacT and Train the Trainer courses were reported as especially useful for faculty. More research is needed to investigate to what extent training courses play a role in faculty retention.

References

1. TEACHSimFaculty. 2018. [ONLINE] Available at: <https://www.medisimulation.org/copy-of-mepa> [Accessed 13 March 2018]
2. Simulation Facilitator Training Course - SimFacT. 2018. <http://brightonsimulation.org.uk/courses/simfact/> [Accessed 13 March 2018]
3. Simulation-based learning Train the Trainers course. 2018. <https://gapssimulation.com/train-the-trainers/> [Accessed 13 March 2018]