

## Annual Quality Assurance Summary

This summary provides an overview of how an organisation is meeting our standards for medical education and training as detailed in [Promoting excellence: standards for medical education and training](#). It provides an overview of the QA activities undertaken over the course of a year and an overview of findings including any areas of notable practice or requirements and recommendations we have set. The summary is published.

<b>Organisation</b>	Northern Ireland Medical & Dental Training Agency (NIMDTA).
<b>Review period</b>	November 2021 – October 2022 (Year 1 of cycle).

### Overview of findings

<b>Overall findings statement</b>
<p>From the SAQ submission, and the clarification of some points during the SAQ meeting, we consider that NIMDTA is meeting the standards set out in the GMC's <i>Promoting excellence: standards for medical education and training</i>.</p> <p>The QA activities that we have carried out in this annual cycle have provided good opportunities to observe how NIMDTA meets our standards in Theme 2: educational governance and leadership, Theme 4: supporting educators and Theme 5: developing and implementing curricula and assessments.</p> <p>We have not identified areas where we need to set requirements and recommendations where our standards are not being met but have identified areas working well. Of note, we have identified both the Enabling Postgraduate Training Group and Foundation Year 1 Placement Quality Workstreams as areas working well.</p>

## Quality Activity undertaken

	Activity	Date	Summary
1	SAQ submission.	November 2021.	The SAQ was submitted on time and covered all five themes of <i>Promoting excellence</i> . The submission included a list of planned NIMDTA activities that we could observe for quality assurance purposes.
2	SAQ feedback meeting, via Zoom.	26 January 2022.	<p>This meeting was held to provide feedback to NIMDTA on its SAQ submission, and to seek clarification and additional information on the submission where required.</p> <p>We also discussed potential Quality Assurance activities we could undertake during this annual cycle. These activities were not selected because of risks identified from the SAQ submission.</p> <p>We did not identify areas of risk during the SAQ meeting.</p> <p>Following this meeting, NIMDTA was provided with written feedback on the SAQ submission.</p>
3	Observation of Clinical Education Day, via Zoom.	10 September 2021.	<p>This activity was listed on the SAQ by NIMDTA against Theme 4: supporting educators. We selected this activity to explore how NIMDTA support educators to liaise with each other.</p> <p>The Clinical Education Day is a one-day conference which brings together medical educators and trainers from across NI who are involved in both undergraduate and postgraduate education. The aim of the conference is to inform, challenge, support, develop and inspire educators and trainers. While it is jointly hosted by NIMDTA and Queen's University Belfast, this activity focuses on NIMDTA's input specifically.</p> <p>The Clinical Education Day featured a number of keynote addresses, including an NIMDTA led session on differential attainment (DA). It was encouraging to hear about the work they are progressing to address DA in NI, and we will</p>

			<p>follow this up NIMDTA through their ED&amp;I action plan.</p> <p>Attendees were then able to choose one of five breakout sessions to attend. The subject matter of these sessions was wide-ranging, and so catered to the diverse interests of the educators' present. NIMDTA representatives led a number of these sessions.</p> <p>The final keynote session of the day was chaired by Dr Ian Steele, NIMDTA's Postgraduate Medical Dean and Director of Education. This session focussed on areas of change within medical education. It was positive to see that Dr Steele identified areas of learning for NIMDTA from this presentation, and that conference attendees participated throughout the session by utilising the chat function and by asking questions after the presentation.</p> <p>Both the plenary and breakout sessions were recorded, offering the opportunity to those who could not attend to those to also learn.</p> <p>We believe that the conference was a good demonstration that NIMDTA is meeting our standards, particularly R4.5.</p>
4	Observation of meeting of Enabling Postgraduate Training Group (EPTG) meeting via Zoom.	10 June 2022.	<p>This activity was listed on the SAQ by NIMDTA against Theme 2. We selected this activity to explore the ways in which NIMDTA's educational governance systems enable them to manage the quality of postgraduate medical education and training in NI, so that postgraduate training programmes give trainees experiences that meet our standards.</p> <p>The EPTG we observed opened with a round of introductions, followed by an overarching cascade from NIMDTA to the Trusts, including an overview of recent engagements and meetings with stakeholders, updates from across the four countries, upcoming events and</p>

			<p>activities, and ongoing pieces of work (R2.1). Specific updates were then given by relevant NIMDTA leads in relation to GP training, hospital speciality training and the foundation programme (R2.1).</p> <p>The next part of the agenda was an update on NIMDTA's recognised trainer work (R2.1).</p> <p>The final part of the meeting provided an opportunity for each Trust to give their own update. We were pleased to see that all Trusts had sufficient time to provide comprehensive overviews of areas including clinical pressures, training opportunities, enhanced monitoring cases, ongoing inquiries and reviews, support for trainees, and progression (R2.8, R5.9).</p> <p>We were particularly encouraged to note that, during their updates, each Trust identified areas of good practice, as well as reflecting on areas for improvement (R2.8). This section of the agenda was therefore a good opportunity for Trusts to learn from each other, and it was also clear that NIMDTA took on board and actively listened to what Trusts were telling them about the situation on the ground (R2.8, R2.1).</p> <p>Overall, we believe that this meeting demonstrated that NIMDTA is meeting our standards, particularly R1.5, R2.1 and R2.8, and have identified the EPTG to be an area working well.</p>
5	F1 Placement Quality Workstream – document review.	September 2022.	<p>This activity was listed on the SAQ by NIMDTA against Theme 2: educational governance and leadership and Theme 5: developing and implementing curricula and assessments. We completed a review of documents pertaining to the F1 Placement Quality Workstream in September 2022 to explore how NIMDTA seeks to improve patient care in NI by improving the quality of medical training posts through reviews of placements, engagement with trainees, and implementation of strategies to improve practice (S2.1; R1.5).</p>

			<p>In October 2018, NIMDTA’s Placement Quality Improvement Team commenced a review of the NI F1 Training Programme (S2.1). The review was prompted by a UK-wide reduction in the number of foundation trainees moving directly into GP or speciality training, as well as results from the National Training Survey (NTS) (S2.1; S1.2; R2.6).</p> <p>NIMDTA met with each HSC Trust to share data, implement quick fixes, and agree action plans. NIMDTA also met with the Health and Social Care Board and the Public Health Agency to discuss potential system-wide solutions, and findings were presented to representatives of the Department of Health (NI)’s Medical Leaders’ Forum.</p> <p>NIMDTA conducted a resurvey of F1 trainees in January 2020, in order to better understand the impacts for trainees of the changes made as a result of the workstream (R1.5; R2.6). The results of this resurvey demonstrated the practical and positive impact that NIMDTA’s F1 Placement Quality Workstream had for F1 trainees in NI (S2.1; R1.5; R2.6). We are really encouraged to note these positive results.</p> <p>From the document review it was clear that NIMDTA gave due consideration to all aspects of the F1 training experience. It is also clear that NIMDTA are cognisant of the fact that patient safety is inseparable from a good learning environment and culture that values and supports learners (S1.2).</p> <p>From our observation of this activity, we have identified this workstream as an area working well.</p>
6	Annual quality engagement meeting, via Zoom.	13 September 2022.	<p>The annual quality engagement meeting was attended by members of GMC’s education QA team, NIMDTAs Quality team as well as representation from the GMC NI office.</p> <p>This meeting is an opportunity to review the 2022 National Training Survey (NTS) results, including free text comments and the priority</p>

			<p>list. We discussed enhanced monitoring, and how NIMDTA uses the Quality Reporting System. We also received updates on the 2021 NTS Priorities list that we had discussed at the last engagement meeting to check on progress since that meeting.</p> <p>The next steps were agreed upon and a summary of the meeting and related actions were circulated for agreement to attendees in the weeks following.</p> <p>We consider NIMDTA to be effective in the use of NTS data as part of their monitoring processes, and in their approach to monitoring and updating us on concerns as appropriate.</p>
7	Equality, Diversity and Inclusion action plan (including differential attainment), via Zoom.	13 September 2022.	<p>In 2021 we asked all postgraduate training organisations to submit an action plan detailing how they are working to address the attainment gap in their region, to ensure fairer training.</p> <p>The submission date was the end of January 2022. We agreed to discuss each organisations action plan at the annual engagement meeting later in 2022. The purpose of the discussion was to explore the interventions planned by the organisation in the action plan, including the reasoning behind the intervention and how the impact of the interventions would be measured.</p> <p>We consider the action plan provided by NIMDTA to be a robust plan, with clear actions, measures of success and with responsibility clearly assigned.</p> <p>We discussed this action plan at the annual engagement meeting, however we agreed that we would continue this discussion at the next SAQ meeting discussion in early 2023 to allow the time the action plan deserves. We will provide written feedback to NIMDTA on the action plan, which includes the areas we would like to receive an update on in the next update following this meeting. We will then require an</p>

			updated action plan alongside the next SAQ submission, will be late 2023.
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### Quality Reporting System (QRS)

We use the QRS to monitor concerns raised by organisation when they identify that our standards are not being met in a training environment. Concerns are managed locally by the responsible organisation until resolution.

Activity	Date	Summary
Quality Reporting System (QRS).	Ongoing.	NIMDTA is engaged with the QRS system and continue to provide frequent and detailed updates. We are assured that our thresholds for reporting via the QRS are embedded and adhered to.

### Enhanced Monitoring

Enhanced monitoring is used to promote and encourage local management of concerns which adversely affect patient or trainee safety, doctors' progress in training, or the quality of the training environment. During enhanced monitoring, the GMC provides an increased level of monitoring and participate in activities organised by the deanery/HEE local office. We tailor our support to each enhanced monitoring case to help address the concern(s) and develop a sustainable solution. We have summarised the enhanced monitoring activity this organisation has undertaken over the last 12 months below. For further information on enhanced monitoring please [visit our website](#).

Activity	Date	Summary
Enhanced monitoring activities.	Ongoing.	<p>NIMDTA currently has one open enhanced monitoring cases. This case was opened in November 2021, prior to this cycle. No cases have been closed during this period.</p> <p>NIMDTA follows the GMC's enhanced monitoring process appropriately, updating the GMC on live cases. They also update the GMC on potential cases and include the GMC in decisions regarding escalation to and de-escalation from enhanced monitoring.</p> <p>The GMC has been involved in quality visits alongside NIMDTA as part of the enhanced monitoring process, and further information on enhanced monitoring visits can be found on the <a href="#">GMC website</a>.</p>

		We will continue to work with NIMDTA to ensure they follow the GMC's enhanced monitoring process appropriately, update the GMC on live and potential cases and include the GMC in decisions regarding escalation to and de-escalation from enhanced monitoring.
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### Areas that are working well

We note areas where we have found that not only our standards are met, but they are well embedded in the organisation.

No.	Theme	Areas working well
1	Theme 2.	The EPTG meeting.
2	Theme 2 & 4.	F1 Placement Quality Workstream.

### Requirements

We set requirements where we have found that our standards are not being met. We will monitor each organisation's response and will expect evidence that progress is being made during the next QA cycle.

No.	Theme	Requirement	Date set
1	N/A	No requirements were set during this cycle.	

### Recommendations

We set recommendations where we have found areas for improvement related to our standards. They highlight areas an organisation should address to improve, in line with best practice.

No.	Theme	Recommendation	Date set
1	N/A	No recommendations were set during this cycle.	



## Next steps

The GMCs has provided feedback on the previous SAQ, and this will help NIMDTA when completing the next submission. The following areas are where we have requested in this feedback an update in the next SAQ. These areas include:

**Theme 1** – induction is an area we are keen to receive an update on, we are keen to learn more about the development of a prospectus which will provide an overview of each training programme, as well as support for trainees who are new to NI. We would also like to learn how NIMDTA ensures that indication information is kept up to date, and about their communication approach. We would also like an update on progress since the restart of the SGEQMENI group.

**Theme 2** – in the last SAQ we learned about NIMDTAs approach to quality assurance visits; we would like further details on how NIMDTA ensures that solutions put in place are sustainable.

**Theme 3** – we would like an update on work to support trainees returning to work after a sustained period of absence. We understand from the previous SAQ this is an area of development.

**Theme 4** – we would like clarification of which courses educators are able to apply for funding, in addition to PGC, Diploma or master’s in education.

**Theme 5** – in the previous SAQ we learned of NIMDTAs work on monitoring and addressing the impact of covid which has had an impact on a number of specialties, and how educational opportunities are shared when they are reduced, or where there is an imbalance between service and training. We would like an update on this area of work, which is a challenge for all PTOs.

Further to this, we also welcome updates on any other areas of our standards, including any challenges and areas of notable practice. We are also keen to receive updates on quality activities undertaken in this cycle, if appropriate – for example evidence of impact of the two areas identified as working well. We will also discuss the ED&I action plan at the SAQ feedback meeting in 2023.

## Organisations response

The organisation has the right to reply to the AQAS; if they have responded it will be included below.

### Organisations response

NIMDTA thanks the GMC for the positive feedback within this Annual Quality Assurance Summary for 2021/2022. We are pleased that the GMC consider that NIMDTA is meeting the standards set out in Promoting Excellence: standards for medical education and training. We also note that there have been some areas working well identified (Enabling Postgraduate Training Group and F1 Placement Quality) and that no requirements and recommendations have been set. We have found the process to be helpful in summarising our QM activities during 2021 / 2022.

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NIMDTA continues to work with LEPs to progress initiatives and activities to improve the quality of medical education and training in NI.

NIMDTA thanks the GMC Education QA team, particularly Robin Benstead and Kate Liddell for their continued support and advice.