

Quality Assurance visit to UCLH NHS Trust

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quality of teaching over covid was impressive, it is recognised that there is capacity to make improvements now especially regarding protected educational spaces. They are committed to transparency in this moving forward.

Embedding educational PAs in consultant job plans

- UCL notes that although excellent teaching is taking place, it may not be clear to departmental clinical teachers how money is allocated, and it is not often reflected appropriately in consultant job plans.
- The SLA includes a formula for calculating PAs for UG Education. The distribution of these PAs was not available and appropriate allocation may not be fully in place.
- The Finance and Performance Committee will investigate this to clarify where these PAs are allocated and whether they are properly allocated in the job plans of clinicians who undertake teaching. They will look at redistributing consultant PAs and investigate recruitment of Educational Fellows.
- Embedding paid teaching time in a job plan is only part of the picture. In order to ensure these educational PAs equate to improved teaching the time needs to be adequately protected and education needs to be included in annual appraisals as standard. Currently many staff do not have educational appraisals at all.
- It is noted that, where someone has a PA but is the only person within a “red” specialty who is involved in teaching it is hard to address this without losing goodwill and a PA alone does not create an additional 4 hours if other workloads remain high and encroach on this time. The UG Lead, AD of Medical Education and the Team Leads meet each term to try to support colleagues who are struggling to find time for teaching. There is a growing interest in educational roles amongst clinicians and consultants with educational certificates should be encouraged to take up these roles.
- In the post-pandemic landscape, many people are exhausted or no longer motivated to provide teaching that is not formally recognised, ringfenced or paid. It has been hard to hold people to account for “extra” duties but the new expectation that they will receive protected time and money for this presents an opportunity for more accountability. Investment in teaching fellows and others interested in teaching will occur.
- The Royal Free is an example that could be learned from in this area. The educational money is top sliced and some of it is redistributed to specialties based on student feedback, with appropriate change in consultant job planning. This also leaves funds to be spent on educational initiatives and the initial funding of Clinical Teaching Fellows within specialties. These have the greatest impact on student satisfaction and providing support to the departments in providing educational content.

Identifying the promised space for 6 placements administrators to take up residence in 2023

- The AD of Medical Education and UCL’s Head of MBBS Management discussed this in advance of the visit and agreed an action plan.
- UCLH has a strong administration team on site.
- Currently some placement administration is provided by UCL and there was discussion about consolidating roles in a UCLH Placements Office to give them closer ties with the specialty leads and clinicians, and more ability to run efficient timetables. They would also have access to EPIC and Medi-Rota, which are crucial for student timetabling. HEE’s education contract is clear that the cost of placement administration is covered by Tarif.

Quality Domains and Service Level Agreement discussion

- EPIC has been a success for teaching. Students have access via login and complete an online training module. UCL iPads are now pre-loaded with the app version. It enhances their learning on bedside teaching and clinics.
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Action Plan

Actions
Recommended actions for UCLH
Conduct scoping exercise for installing Eduroam
Increase transparency of tracing where education funding is spent at a more granular level and demonstrating appropriate use of educational funds. Increasing the number of educational PAs in line with the standard formula and protecting teaching time.
To identify protected UG social space.
To identify protected teaching spaces, particularly near wards.
Investigate current educational PAs and redistribute if they are not placed appropriately.
Offer educational appraisals as part of annual appraisals system.
Actions for UCL Medical School
Report the change in the SEQ system
Joint actions for UCL Medical School/UCLH
Consider rationalising UCL funded Placement Administration in a UCLH Placements Office
Advertise the Name and Proclaim process more widely amongst students and staff
Suggested actions for UCLH
Consider increasing the number of

Appendix 1

List of participants

UCLMS Visit team

Director UCL Medical School
Academic Lead for Quality Assurance
Deputy Lead for MBBS Programme (Year 4-6)
MBBS Placements Manager
UCLMS NHS Tariff Manager
Head of Management QAE and CPP
Clinical Lecturer
Clinical Lecturer

HEE Representative

Deputy Postgraduate Dean HEE London

UCLH UGME Senior Management team

Chief Executive
Medical Director
Undergraduate Site Lead