

# Enhance Foundation Programme

## East Midlands Handbook



# Background

NHS England's Enhance programme is a postgraduate medical education offer designed to equip healthcare professionals with enhanced generalist skills to work in an increasingly challenging health system. This complexity arises from three main areas:

## Increased clinical complexity

- *as patients live longer with more multimorbidity*

## Increased societal complexity

- *as we learn to make population health, access to healthcare and environmental sustainability key considerations of our day to day clinical work*

## Increasing system complexity

- *where the primary-secondary care boundary becomes more blurred and there are more layers and levels of management and leadership organisations (CCGs, ICBs, PCNs) than ever before.*

In response to these challenges, the Enhance programme hopes to create a future workforce that is able to work collaboratively across multi-disciplinary teams, champion person-centred care, reduce health inequalities and improve population health. There are benefits of this approach to patients, clinicians and the overall healthcare system:

## enhance programme benefits

### Patients

- Improved patient experience
- Health equity and improved health outcomes
- Better access to joined up health and care services and continuity of care
- Improved health and wellbeing

### Clinicians

- Opportunities for place-based training aligned to ICSs
- Individualised professional development to develop transferable skills
- Greater flexibility in working and training
- Greater job satisfaction

### Systems

- More resilient and flexible workforce aligned to emerging integrated care systems
- Improved retention of workforce
- Improved collaboration and productivity across teams and organisations
- Increased patient safety

# Enhance enable

Enhance enable is an educational offer to gain a broader understanding of the core Enhance domains. It is open to all Foundation doctors in England and involves self-directed learning via the postgraduate virtual learning environment (PGVLE). The six domains cover:

1. Person-centred practice
2. Complex multimorbidity
3. System working
4. Population health
5. Social justice
6. Environmental sustainability

There are four overarching themes around wellbeing, leadership, digital skills and reflective practice. Through these domains, the Enhance programme aims to integrate generalist skills into junior doctor training. Generalism has been defined in many ways and in many contexts, but here it is described as a way to consider holistic approaches to health and wellbeing of individual patients, entire populations and also oneself as a health professional.

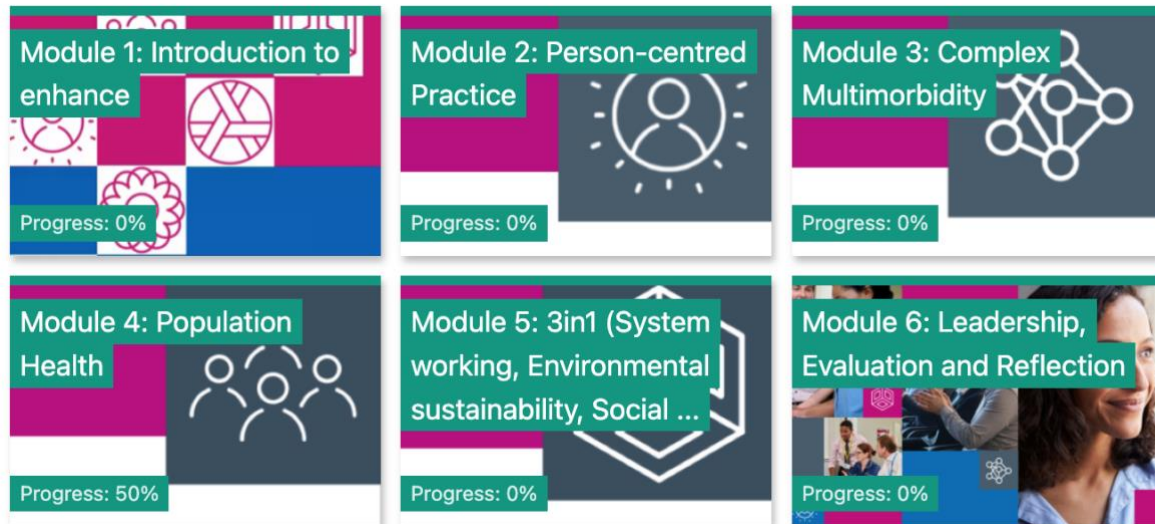


For more information about the NHS England Enhance Programme, please see their handbook on the Learning Hub website:

<https://learninghub.nhs.uk/Resource/8128/Item>

# Enhance Enable

For the Foundation programme, these core domains have been shaped into six modules, including an introductory and evaluation module:



Trainees are expected to complete a reflection for each module using **'REAL'** forms and consider how each domain relates to their clinical practice. These can be found and completed on Horus. Additionally, a feedback form for each module must be completed on the PGVLE in order to release the certificate.

Foundation module workbooks are available from NHS England to help guide trainees through each module, however these are optional in the East Midlands and do **not** have to be signed off to complete Enhance enable.

|                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Reflection on enhance Activities and Learning (REAL) form                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Please complete this form and upload it to your Foundation eportfolio to evidence engagement with the enhance programme. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Name of Foundation Doctor                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| GMC No.                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Training period from                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Training period to                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Local education provider                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Specialty                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Which enhance modules have I completed?<br>(Users can select individual modules or 'whole programme')                    | <input type="checkbox"/> Module 1: Introductory module<br><input type="checkbox"/> Module 2: Person centred care<br><input type="checkbox"/> Module 3: Complex multi-morbidity<br><input type="checkbox"/> Module 4: Population health<br><input type="checkbox"/> Module 5: Social justice, environmental sustainability, systems working<br><input type="checkbox"/> Module 6: Contextual leadership<br><input type="checkbox"/> Whole enhance programme completed |

|                                                                                                                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>What next?</b><br>What can I do to build my knowledge or skills further? E.g., planning more practice or experience, move onto something more advanced.                          |
| <div style="border: 1px solid black; height: 60px; width: 100%;"></div>                                                                                                             |
| Create a SMART action to work towards as part of your PDP. (Specific, Measurable, Achievable, Realistic and Timebound) - Consider discussing this with your supervisor for support. |
| <div style="border: 1px solid black; height: 60px; width: 100%;"></div>                                                                                                             |
|                                                                                                 |

# Enhance Explore

Enhance explore is a more unique opportunity to apply this learning into practice and gain a deeper understanding of health priorities in the East Midlands. This may involve bespoke clinical placements, community work or quality improvement projects related to the Enhance domains. Opportunities in the East Midlands include: homeless healthcare, sexual health outreach services, front door frailty and health inequality projects.

During the community placement of their F2 year, such as general practice or sexual health, trainees will experience Enhance explore opportunities in this specialised programme. This may be one day a week or as an immersive block during their rotation depending on the project.

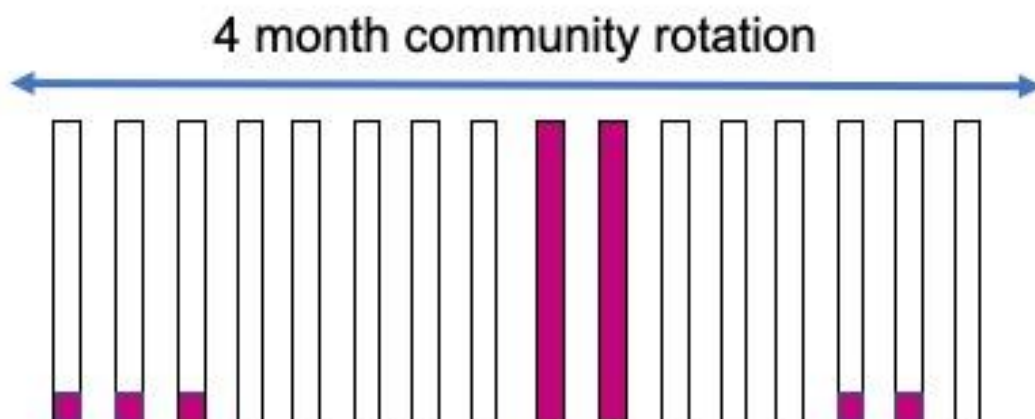
For some placements, such as general practice, this may involve leaving the practice and attending another community service (eg drug and alcohol services or community frailty team). For other placements such as sexual health, the Enhance explore opportunities may be embedded into the placement itself with health promotion or local outreach work. It is hoped that trainee will also have additional time to complete Enhance enable work, conduct a quality improvement project and attend Enhance related activities – this will be in conversation with the individual placement leads.

Below are examples of how these may work with the three options:

## Enhance-linked post: two week immersive placement

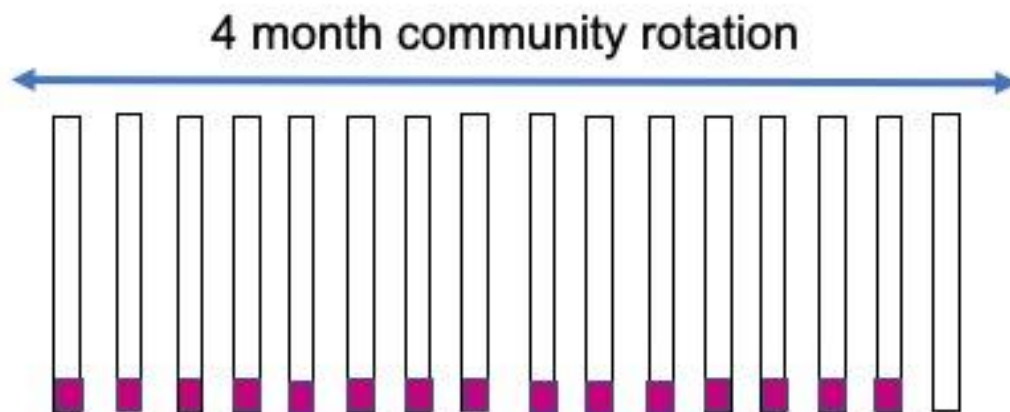
Trainee receives 3-5 days of Enhance protected time throughout their rotation to complete Enhance enable and undertake audit/QI work. The timing of these days can be agreed with their clinical supervisor at the start of the placement. An example given below shows 3 days at the start of the rotation and 2 days at the end.

The trainee has a two week immersive placement in an Enhance project outside of their usual clinical practice. The timing of this will also be agreed with the project and the trainee's clinical supervisor.



### Enhance-linked post: One day per week placement

The trainee receives 15 days of protected enhance time over the course of the four-month rotation with release to attend an Enhance project one day per week for approximately 10 sessions, with 3-5 days for Enhance enable or QI work. The day of the week may be the same, or change throughout the rotation depending on the project and the community placement's preference.



### Enhance-integrated job

In some placements such as public health or sexual health, the Enhance explore days may not be isolated like the examples above. This is because the placement contains multiple elements of the Enhance domains in the regular working pattern and Enhance opportunities may be more longitudinal throughout the 4 month rotation.

### Supervisors and support

Foundation doctors on a specialised Enhance programme will remain under their normal clinical and educational supervisors throughout their training. This should not create any additional work for supervisors, however to support trainees in this programme supervisors may wish to:

- Include Enhance within conversations at existing supervision meetings.
- Signpost trainees to any locally relevant opportunities within your Trust or locality.
- Prompt trainees to complete the Enhance enable modules online and attend relevant teaching opportunities.
- Prompt you to evidence your learning via the enhance REAL form, which can be
- Encourage trainees to complete reflections or other pieces of work and upload these to Horus.
- Share any personal reflections or tips from their experience about why generalist
- Share personal reflections relating to generalist skills that you feel are important for a career in healthcare.

# Sign-off and Participation

Enhance explore project providers will be asked to complete a **sign-off** (see Appendix 1) for the trainee which can then be uploaded onto Horus as evidence of their practical experience in Enhance explore. This form can be completed by **any member of staff who has supervised the trainee** during their Enhance explore time and does not need to be a medical supervisor (eg community frailty nurse).

In Enhance-integrated jobs where the F2 will remain within the service for the Enhance opportunities, the clinical supervisor can sign this form.

We strongly encourage trainees to complete a reflection or WPBA following their Enhance explore placement in F2 to reflect on what they have learnt and how the experience relates to their clinical practice.

## Completion of the Enhance Foundation Programme



In addition to the Enhance enable modules and Enhance explore project placement, trainees will be expected to complete a piece of work by the end of their F2 year to gain the **Enhance Programme Contextual Leadership Certificate**.

This may be a an audit or project using quality improvement methodology. Trainees can complete this work during their Enhance placement if suitable, but can be conducted at any time during their two year foundation training programme.

## Appendix 1: Sign off form for Enhance Explore projects



# Certificate of Completion

Enhance explore project placement

I confirm that the trainee has completed their Enhance explore project placement by attending and engaging appropriately.

Name of trainee.....

Name of Enhance project/service .....

Name of project supervisor.....

Signature of project supervisor.....

Date.....

The logo for 'enhance', with the word in a bold, blue, lowercase sans-serif font.