



Positive Thinking Project

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Introduction

Postgraduate paediatric training in Hull University Teaching Hospital is challenging, demanding and, for most trainees, satisfying (1). Data from the GMC National Training Survey (NTS) 2018 tells us that trainees find their work environment to be fair and supportive.

However, there has been a recent fall in trainee satisfaction relating to the feedback they receive from senior colleagues during their post (Table 1). This has also been reported by paediatric trainees across the Yorkshire and Humber Deanery (Table 2), with satisfaction decreasing year on year for the past 3 years

We aim to introduce the "Positive Thinking Project" to our Paediatric Department in HUTH NHS Trust. This will improve the frequency of feedback given to trainees from the Consultant of the Week (COW). The feedback will have a positive focus, with an option to suggest one particular area for personal development.

Table 1. NTS Results, year on year : Paediatrics, HUTH NHS Trust

	2016	2017	2018
Feedback (% of overall satisfaction)	66.91	83.93	69.27

Table 2. NTS Results, year on year : Paediatrics, Health Education Yorkshire and the Humber

	2016	2017	2018
Feedback (% of overall satisfaction)	73.99	68.5	65.24

Methods

- Use of a proforma, detailing all members of paediatric team contributing to tier 1 and 2 on-call rota.
- Photograph, name and training grade detailed on proforma, as an aide memoir for Consultant of the Week (COW)
- Proforma is circulated to Paediatric COW at beginning of on-call week.
- COW provides specific positive feedback for each trainee they have encountered during their on-call week.
- COW may also suggest one area for trainee development.
- Completed proforma is returned to Positive Thinking Project lead and collated in a confidential manner.
- Paediatric trainees will receive their personal feedback on a monthly basis, via email.
- The Positive Thinking Project will run for 12 months.

Results

The current GMC NTS closes on 1st May 2019. We will review the results of this survey regarding trainee satisfaction with feedback when available. The Positive Thinking Project will commence once the current NTS closes and will run for 12 months.

Paediatric trainees will complete the National Training Survey again in 2020, detailing their experience of receiving feedback from senior colleagues. We will be able to measure the impact of our project once these results are available.

Discussion

Feedback is the cornerstone of effective clinical teaching (2). Without feedback good practice is not reinforced, poor performance is not corrected, and the path to improvement not identified. The purpose of giving feedback is to encourage learners to reflect on their performance, consider how they may improve and motivate them for future learning (2).

The Positive Thinking Project aims to focus on providing regular, positive feedback for trainees from Paediatric Consultants, praising what has been done well. By providing feedback on areas for development we hope to improve trainee competence and confidence.

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References:

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2. Hesketh EA, Laidlaw JM. Developing the teaching instinct. *Med Teacher* 2002; 24: 245-8

