



First 5 Consultant CPD programme 2023-24.

Our vision: The First 5 Consultant CPD programme has been designed to address the learning needs of medical Consultants in the first 5 years of their career.

Timetable of events:

Date	Time	Venue	Topic	Speaker(s)
Wednesday 16 th August	14:00- 15:30	Microsoft teams	How to: Chair a meeting	Alison Stillie Lesley Dawson
Friday 1 st September	09:00- 11:00	PGEC, RIE	The skill of writing a business case and how it fits with NHS Lothian strategic plan	Clare Cartwright Rebecca Millar NHS Lothian Strategic planning team.
Friday 13 th October	09:00- 12:00	PGEC, RIE	Common HR scenarios: Building a supportive environment.	Jackie Houston Kerry Wallace Lesley Luke
Thursday 2 nd November	13:00- 16:00	Microsoft Teams	MLA: System Leaders: who, how, why?	Calum Campbell Tracey Gillies Craig Marriott
Thursday 7 th December	13:00- 16:00	PGEC, RIE	Delivering equality in the workplace and human rights- based care	Laura Hutchison
Thursday 11 th January	13:00- 16:00	Microsoft teams	MLA: Understanding systems- Human factors and ergonomics	Michael Moneypenny
Friday 9 th February	13:00- 16:00	Microsoft Teams	Realistic Medicine: what does it mean for you, your patients and your service?	Sarah Keir
Wednesday 20 th March	13:00- 16:00	Microsoft Teams	MLA: Feeling heard, feeling valued	tbc
Friday 19 th April	Pm tbc	tbc	tbc	
Wednesday 22 nd May	13:00- 16:00	Microsoft Teams	MLA: Leadership stories from across our system	tbc
Tuesday 25 th June	Pm tbc	tbc	tbc	

Virtual events will take place either in the [First 5 Microsoft Team](#), or in the [Medical Leadership Academy team](#). Attendance at events can be booked via [TuBS](#), this will also ensure you have an attendance certificate for CPD purposes.



Outline of events:

How to: Chair a meeting

Alison Stillie, Lesley Dawson, Consultant Oncologists, NHS Lothian

Chairing meetings can be challenging. Pulling on their experience in chairing MDT meetings and in facilitating and chairing meetings for education, including grand rounds, Alison and Lesley will talk us through their top tips and give us a framework to help improve our chairing skills.

The skill of writing a business case and how it fits with NHS Lothian strategic plan

Clare Cartwright, Rebecca Millar; Strategic Planning team, NHS Lothian

Over a couple of hours our planning experts will teach us how to write an impactful business case and how to take it through the relevant governance systems. They'll give us an outline of the NHS Lothian strategic plan and help us link that to the outcomes for our business case.

Common HR scenarios: Building supportive environments

Jackie Houston, Kerry Wallace, Lesley Luke; Medical and Dental HR, NHS Lothian

Do you know how to advise a trainee or colleague around sickness/absence, common HR procedures? What happens if you need to report poor behaviours, or if someone reports you? This workshop is designed to take us through common HR scenarios, dispelling myths and highlighting common pitfalls. Working through cases the HR team will encourage you to think about the way you respond to trainees or colleagues in difficulty, enabling us to build a truly supportive and just system.

Medical Leadership Academy: 'System leaders: who, how, why?'

Calum Campbell, Chief Executive; Tracey Gillies, Executive Medical Director; Craig Marriott Director of Finance.

This is your opportunity to meet some of our board members, hear their leadership journeys and learn what inspires them to be part of NHS Lothian.

Delivering equality in the workplace and human rights-based care

Laura Hutchison, NHS Lothian lead for Equality, Diversity and Human Rights

Within this session we'll look at what discriminatory behaviour looks like in the NHS and how we can challenge it. As Consultants you are key to both standing up to discrimination and role modelling the behaviours we'd like to see across our organisation. For the second half of the session we'll consider human rights based care. Do we deliver it and how can we do better?

Medical Leadership Academy- 'Understanding systems- Human factors and ergonomics'

Michael Moneypenny Regional director East Africa, Centre for Innovation in Medical Education, Aga Khan University

In order to effectively improve our processes we must first understand them, and the people that work them. In this session we will challenge you to think about systems and how you can use this knowledge in your own clinical area to drive improvement.

Realistic Medicine: What does it mean for you, your patients and your service?

Sarah Keir, AMD for Realistic Medicine

Join us to have a wide-ranging discussion around the 6 tenets of Realistic Medicine namely (i) building a personalised approach to patient care; (ii) changing style to shared decision-making; (iii)



reducing harm and waste; (iv) tackling unwarranted variation in practice and outcomes; (v) managing risk better; (vi) becoming improvers and innovators in healthcare. We'll consider how these could/should influence our clinical practice and how we can best explain our decision-making to patients, families and colleagues.

Medical Leadership Academy- 'Feeling heard, feeling valued'

How do we ensure that we are inclusive in our leadership? How can we ensure that each member of our own team, and the teams we work with, is able to speak up?

How can we act quickly and effectively challenge if behaviours are not inclusive?

In this session we'll look at barriers to our team members being heard and we'll have some tools and resources to help you develop and contribute to an inclusive culture.

Medical Leadership Academy- 'Leadership stories from across our system'

Leaders from across our systems will come and share their leadership journeys with you. You will gain insight into their areas of work and also into their personal drivers for success.

Up to date information about events and joining details can be found by visiting our [website](#).