



CPD CONNECT

BROCHURE AND COURSE PROGRAMME

NHS
Education
for
Scotland





CONTENTS



WELCOME TO CPD CONNECT

Welcome to CPD Connect's face-to-face workshops and learning events for September 2016 - May 2017.

CPD Connect

In April 2014, CPD delivery for GPs within NHS Education for Scotland changed, and we became a national organisation called **CPD Connect** in order to provide a unified service across Scotland, offering a wider range of resources for Scottish primary care.

What does CPD Connect offer?

- The ability to directly upload course attendance directly to SOAR if you book via the new **CPD Connect** website (see next page for more details). PBSGL logsheets can also be uploaded to SOAR by members.
- Practice Based Small Group Learning (PBSGL) membership. PBSGL is an innovative approach to CPD for GPs that originated in Canada and has grown steadily in Scotland over the last fourteen years. Over 30% of all GPs in Scotland are now involved in PBSGL and the number continues to grow by 10% each year and over recent years has extended to Practice Nurses and Pharmacists.



David Cunningham, Assistant Director of GP Education



What does CPD Connect offer? (continued...)

- Bespoke education days in various locations across Scotland, such as our upcoming **Cradle to Grave** events in Edinburgh, Aberdeen & Glasgow over the coming months. These events are unique in that they feature local Consultants and healthcare professionals delivering tailored presentations about what is new in their field of expertise. These events are completely free from commercial influence. Filming of our upcoming **Cradle to Grave** events is planned to enable the educational content to be viewed at home from PC and tablet devices for those who may be unable to attend in person, or who prefer to learn this way.
- All GPs and their teams across Scotland can attend any meeting/workshop organised by **CPD Connect**, and have access to information about what is available across Scotland.
- Offer learning, with and for, other professions such as practice nurses and pharmacists
- **CPD Connect** is developing new on-line learning modules and other interactive methods of learning.



Over 30% of all GPs in Scotland are now involved in **PBSGL**



For more information or to book a workshop please visit: www.cpdconnect.nhs.scot

CRADLE TO GRAVE EVENTS 2016-17

Lifelong Learning for Lifelong Care

Course Description

These courses will consist of a series of short presentations on common healthcare dilemmas from childhood to old age. All of our speakers are local GPs with Special Interests, NHS Consultants and healthcare professionals who have worked with the NES team to pinpoint key learning for their specific area of expertise.



There will be opportunities to **ask questions** and gain valuable take home **learning points** for lifelong care.

EDINBURGH

Saturday 3rd December 2016

Queen Margaret University, Edinburgh

ABERDEEN

Wednesday 8th March 2017

Aberdeen AECC

GLASGOW

Friday 12th & Sat 13th May 2017

Golden Jubilee Conference Hotel



Please see course calendar on **page 16** for pricing details

£120**FULL DAY
WORKSHOP****£60****HALF DAY
WORKSHOP****£135****CRADLE
TO GRAVE
(ONE DAY)****£195****CRADLE
TO GRAVE
(TWO DAY)**

Learning Events

This brochure has details of our courses from **September 2016 to May 2017**.

We have a range of half day and full day events, in a number of topics, and our events have been selected to be relevant and popular for GPs and their teams and most are also useful for GPs in training (GPSTs).

PBSGL

We continue to offer a choice of learning materials and methods with our growing **Practice-Based Small Group Learning** programme. The programme has been running for 14 years now since the original pilot in 2002-2003.

Four out of five of the original pilot groups continue to meet and many groups have been running for years. There are now 2,100 group members in over 300 groups in Scotland and other areas of the UK and primary care clinicians from every health board area in Scotland are involved. In the last year we have welcomed over 200 practice nurses and 200 pharmacists and some have joined GP groups to become truly inter-professional groups.

We published 13 modules from the 2015-2016 module plan. We have 16 modules on the 2016-2017 plan, have so far published 2 modules, and are on track to publish a further 4 modules before the end of Sept 2016. Most of our modules are researched and we continue to 'tartanise' or adapt a few Canadian modules from our colleagues in North America. Things have turned full circle, and now our Scottish modules are being adapted and used by our Canadian cousins. We have called this process "Maple-isation". Please visit our website for more information on how to join an existing group, or start a new group.



MODULES PUBLISHED IN 2015-16:

Scottish Modules:

- 1) Allergy
- 2) Short Cases: Prescribing
- 3) Short Cases: Paediatrics
- 4) Never Events
- 5) Art, Music and Literature - Can these help us to understand illness?
- 6) Inflammatory Bowel Disease
- 7) Personality Disorder
- 8) Diseases of the Prostate
- 9) Biochemistry Results
- 10) Short cases - Facial Problems

Tartanised Modules:

- 1) Red Eye
- 2) Palpitations
- 3) Head injury

MODULES PUBLISHED SO FAR IN 2016-17:

Updated Tartanised Module:

- 1) Cervical Screening

Tartanised Module:

- 1) Obesity in Children

Module plans for 2016/2017

Our process is that we gather suggestions for module production from you, our membership, and put these suggestions, as well potential topics relating to clinical priorities and **'hot issues'** in an annual survey each winter.

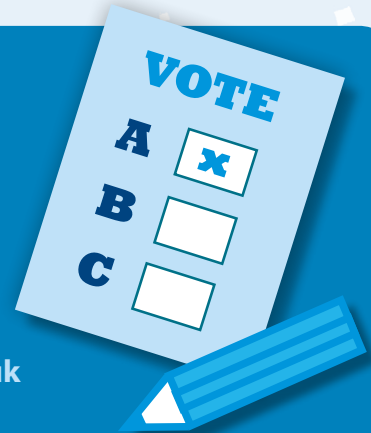
We are really grateful to those of you (over 700) that responded this year and gave your top five priorities in the long list of 30 suggestions.

Based on your votes, the following modules are scheduled for production in the 2016-17 financial year.



If you are interested in contributing to the module production process please contact our module production lead Peter McCalister at:

peter.mccalister@doctors.org.uk





Modules planned for 2016-17:

Scottish Modules:

- 1) Resilience in primary health care
- 2) Difficult Consultations
- 3) Less Common Cancers
- 4) Short Cases - Less Common Infections
- 5) Short Cases – Neurology
- 6) Bereavement
- 7) Prescribing End of Life Care
- 8) Skin Cancer
- 9) Children and Adolescents Behavioural Problems
- 10) COPD

Updated Scottish Modules:

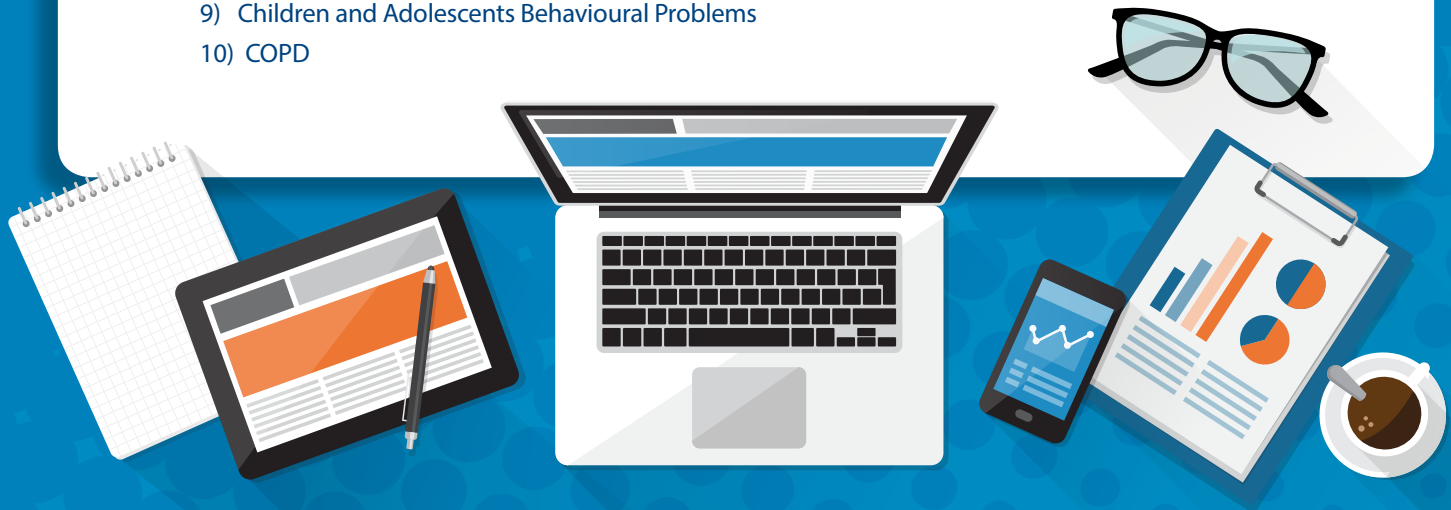
- 1) Diabetes

Update Tartanised Module:

- 1) Fitness to Drive
- 2) HRT

Tartanised Modules:

- 1) Acne
- 2) Anxiety Disorder





Practice Based Small Group Learning

PBSGL Administration

NHS Education for Scotland
Centre for Health Science

Old Perth Road

Inverness IV2 3JH

tel: 01463 255714 / fax: 01463 255736

e-mail: pbsgladministrator@nes.scot.nhs.uk

2016 Facilitator Training Dates:

- 25 August (Edinburgh)
- 17 November (Glasgow)

2016 GPST Facilitator Training Dates:

- 14th September at Stirling Court Hotel



Look out for **future dates**
being announced soon!





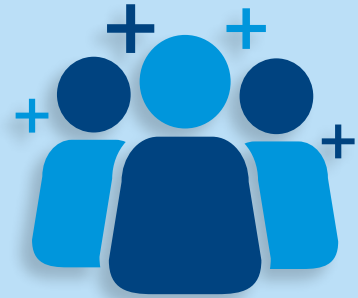
PEER REVIEW SERVICES AT NHS EDUCATION FOR SCOTLAND (NES)

The NES approach defines peer review as the external evaluation of one element of an individual's performance by trained colleagues using a validated review instrument to facilitate developmental feedback.

Evidence of participation in independent peer review by teams and individuals is now necessary to satisfy the governance requirements of some external bodies and is an effective means of identifying learning needs and confirming good practice, e.g. as part of quality accreditation,

educational supervisor training, specialty training, professional appraisal and continuing professional development (CPD).

Although there are many types of peer review, a system of developmental review and feedback has been developed by NES. This educational approach enables clinicians, managers and healthcare teams to submit written reports of SEA and Criterion Audit for feedback from peer groups trained in the process. GPs can also submit videoed consultations for feedback under the same system.



Participation in the NES peer review system can assist GPs and practice teams with:

- Quality assured evidence for core categories in the Scottish appraisal system.
- Independent, unbiased feedback to help drive change and improvement in practice.
- Identifying learning needs and acting as a 'double-check' on standards and opportunities for rapid improvement within practice.

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PEER REVIEW SERVICES

Video Consultation Skills	Criterion Audit	SEA (Significant Event Analysis)
<p>Submitting a video for peer feedback will:</p> <ul style="list-style-type: none"> • Develop a patient centred approach to consulting • Help you cover this Quality Improvement Activity for the Scottish GP Appraisal process • Gain constructive formative feedback on your consulting style 	<p>Submitting a completed audit cycle for peer and educational feedback will:</p> <ul style="list-style-type: none"> • Help you cover this core category for the Scottish GP Appraisal process • Gain feedback on what went well and how to improve your audit 	<p>Team members who submit a significant event for in-depth, structured analysis will:</p> <ul style="list-style-type: none"> • Develop an insight into what has happened and why from constructive feedback • Focus on lessons learned and implement change to minimise risk of event repetition • Cover this core category for the Scottish Appraisal process

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PEER REVIEW SERVICES

More information on these services and how to submit peer review forms can be found at:

SEA and Audit queries to:
june.morrison@nes.scot.nhs.uk

Video Consulting Skills queries to:
Michael.Hutcheson@nes.scot.nhs.uk

I hope you will be interested in what we have to offer you. If you have any questions or comments then email me at:
david.cunningham@nes.scot.nhs.uk

CPD Connect charges the following fees for peer review activity which can be paid for by sending a cheque made payable to *NHS Education for Scotland*:

Peer review activity	Fee
Consultation Skills Video Peer Review	£150
SEA Peer Review	£50
Audit Peer Review	£50



QUOTES FROM PREVIOUS WORKSHOPS...

“ Run at a good pace - the resources were good, exercises were clear and well explained, the delivery matched the whole mindfulness process and it was thoroughly enjoyable.

Mindfulness 8 week course - 2016 ”

“ Clear, relevant to my position (GP Trainer). Good pace. Opportunity to ask questions. Good slides and handouts. Good crossover of wide ranging topics.

Aberdeen Hot Topics - 2016 ”

“ Very well presented, case studies very good and small group work with colleagues.

Child Protection - 2016 ”

“ All were very appropriate for general practice - this will change my practice

Aberdeen Hot Topics - 2016 ”

“ Another excellent day. The cradle to grave concept is excellent, facilitating a wide range of topics relevant to General practice.

Glasgow Cradle to Grave - May 2016 ”

“ ...the course was an excellent and very focussed one; speakers were hugely knowledgeable, and the feeling was of getting advice from the best sources.

Palliative Medicine - 2016 ”

“ Enjoyed the day. Well organised with good range of speakers. Relevant to GPs. Lots of practical queries answered.

Gynaecology - 2016 ”

“ A great course, opportunity for discussion was excellent.

Cardiology - 2016 ”



FORENSIC MEDICINE EDUCATIONAL PROGRAMME

Essentials in Sexual Offences Forensic Examination and Clinical Management (Adults and Adolescents)



AIMS AND OBJECTIVES

This course provides an introduction to the medical, psychological, social and legal aspects of rape and sexual assault. In particular, the course focuses on an empathic victim-focussed approach to appropriate management, forensic examination, evidence collection, documentation and preparation for presentation of evidence in a Scottish court. It is aimed at General Forensic Physicians, Sexual Offences Examiners and Nurses who are providing these services within Scotland. The subjects covered are particularly relevant to clinicians preparing for either the Sexual Offences component of Membership of the Faculty of Forensic and Legal Medicine (MFFLM) or the Diploma in the Forensic and Clinical Aspects of Sexual Assault (DFCASA).

LEARNING OUTCOMES

- To acknowledge the statistics of undisclosed sexual abuse and know when and how to share information with other agencies whilst adequately considering the confidentiality of individuals who have made a disclosure.
- To understand the role of the forensic physician in: providing emergency care, minimizing the risk of future psychological sequelae by early onward referral or intervention, supporting investigating officers in gathering evidence providing appropriate documentation to support further work by lab staff on forensic samples and to allow appropriate future communication with the courts regarding cases seen.

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FORENSIC MEDICINE EDUCATIONAL PROGRAMME

Essentials in Sexual Offences Forensic Examination and Clinical Management (Adults and Adolescents)



- To have an understanding of the role of investigating police officers in investigating sex crime
- To have an understanding of the statistics for cases presenting and cases being tried, before a jury.
- To understand how the Criminal Justice System progresses from disclosure by a complainer through investigation and prosecution.
- To become versant with Sexual Offences Scotland Act 2009 and its role in protecting men, women and children who disclose sexual abuse.





CPD CONNECT CALENDAR OF COURSES

KEY:

A ABERDEEN **E** EDINBURGH **G** GLASGOW **H** INVERNESS

For further details about our courses and to book your place please visit:

www.cpdconnect.nhs.scot

You can also find out more about becoming a member of Practice Based Small Group Learning (PBSGL)

SEPTEMBER 2016

A	Level 3 Safeguarding Children	Aimed at GPs working at level 3 as per inter-collegiate and GMC guidelines. Involves multi-professional training with secondary care, social work and police colleagues. This course covers and fulfils some key Level 3 competencies regarding child protection.	NHS Grampian Child Protection Team	Tuesday 13th September 2016	12:30 - 16:30	Forest Grove House, Aberdeen	£60
H	Blood Borne Virus Update	Pharmacy led inter-professional course aiming to explore the current guidance and best practice concerning blood borne viruses, needle exchange and hepatitis C services	Local Pharmacy Team / Hard Reduction Team, NHS Highland	Tuesday 13th September 2016	18:30 - 20:30	Centre for Health Science, Inverness	£60
G	Advanced Leadership - 6 day course (GPs and Pharmacists)	This is a 6 day course which aims to enable participants to test some key theories of leadership in the workplace. Aimed at GPs and Pharmacists with more than 3 years post registration experience.	NES Pharmacy Team	14 September, 27 September, 5 October, 5 November, 6 December 2016 and 20 January 2017	09:30 - 16:00	Stirling Court Hotel, Stirling University	£500
G	Drugs & Alcohol (Joint Local Course)	Pharmacy led inter-professional course aiming to update participants on the management of patients with alcohol and other drug addictions	Liz Marr, Specialist Addictions Pharmacist, NHS Lanarkshire	Tuesday 20th September 2016	19:00 - 21:00	Ronald Miller Education Suite, Wishaw General Hospital	£60
G	Mindfulness – Introductory week followed by 8 week course	The first week provides an Introduction to the course followed by an 8 week Mindfulness based stress reduction course for healthcare professionals delivered by experienced presenters and course materials provided.	Speaker – Bridie O'Dowd/Brenda Miller	Starting Wednesday 28 September and recurring every Wednesday until 23 November 2016	19:00 - 21:30	Centre for Integrative Medicine, Gartnavel Hospital, Glasgow	£200 for 9 weeks
A	Business of General Practice	This workshop is suitable for GPs or Practice Managers who have responsibility for managing the business side of a Practice. This workshop will cover financial accounts including expenses, superannuation and taxation, review the liabilities imposed by partnership legislation, key points of the GMS contract, specialization on outside work, containing costs and improving profits.	Jim Milligan and Mike Gilbert, BMA	Friday 30 September 2016	09:30 - 16:30	Aberdeen	£180

Please note that all courses are now bookable on a Pay As You Go basis via: www.cpdconnect.nhs.scot



CPD CONNECT CALENDAR OF COURSES

OCTOBER 2016

E	Mindfulness – An Introduction	An Introduction – combat the stresses of the working day and focus on your own needs in this session to benefit yourself, your practice and your patients.	Speakers – Dr Vee Frier, Consultant Psychologist	Friday 7 October 2016	09:30 – 16:00	Westport, Edinburgh	£120
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NOVEMBER 2016

E	Joint Injections	Understand when corticosteroid injections are appropriate, and develop hands on skills and diagnostic expertise using a range of models.	Dr Helen Harris, Consultant Rheumatologist	Friday 11 November 2016	09:00 – 13:00	Westport, Edinburgh	£60
G	The Resilient Practice	This 2 day course is aimed at all GPs and Practice Managers. Primary health care teams are facing challenging times as consultations and workload increase whilst there are shortages of GPs and of practice nurses and advanced nurse practitioners. Practices may have to learn how to work differently and more effectively than in the past. Our two day conference will help you and your team learn the skills of how teams may work differently from the present. A number of national agencies including the Scottish Government, the BMA, RCGP and NHS Education for Scotland have come together to enable you to increase resilience.	Glasgow CPD Connect Team	Friday 18 & Saturday 19 November 2016	10:00 – 17:00	2 Central Quay, Glasgow	£195 for GPs / £100 for Managers
A	A Taste of Leadership (GPs and Pharmacists)	This course is an inter-professional course with Pharmacy. The aim of this one-day leadership course is to: <ul style="list-style-type: none"> • introduce leadership concepts relating to groups/ teams and emotional intelligence • raise awareness of personal contributions to leadership • enable development of personal leadership capabilities • enable understanding of the fundamentals of working as a member of a team • enable understanding and development of aspects of emotional intelligence • provide an opportunity to share and reflect on each other's practical experiences of leadership issues 	NES Pharmacy Team	22nd November 2016	09:30 – 16:00	Forest Grove House, Aberdeen	£120
E	GP Accounts	Includes financial tips and tools to maximise earnings in 2016-17. Gain an awareness of financial matters to consider with partner changes, identify opportunities to increase practice profitability and an improved understanding of GP accounts	Ms Linda Nelson, Condie's Chartered Accountants	Wednesday 23 November 2016	14:00 – 17:00	Westport, Edinburgh	£60



CPD CONNECT CALENDAR OF COURSES

DECEMBER 2016

E	Cradle to Grave Edinburgh	This 1 day event will feature 7 short presentations from consultants and GPs with a special interest in a range of clinical and non-clinical topics affecting people from Cradle to Grave.	Course Organiser – Meiling Denney	Saturday 3 December 2016	09:30 - 16:30	Queen Margaret University, Edinburgh	£135
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JANUARY 2017

G	Working more effectively in tricky consultations	Mentalizing skills are increasingly used in mental health services when working with patients with a personality disorder diagnosis. This day long workshop which will utilise small group role plays in addition to some knowledge learning about the topic, will consider how we might use these skills in tricky GP consultations with a range of patients.	Dr Cathy Cahill (former GP) and mentalizing skills trainer in NHS Glasgow and Clyde	27th January 2017	09:30 - 16:30	2 Central Quay, Glasgow	£120
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MARCH 2017

A	Cradle to Grave Aberdeen	This 1 day event will feature 7-8 short presentations from consultants and GPs with a special interest in a range of clinical and non-clinical topics affecting people from Cradle to Grave.	Course Organiser – Dr Alison Sneddon	Wednesday 8 March 2017	09:30 - 16:30	AECC, Exhibition Avenue, Bridge of Don, Aberdeen AB23 8BL	£135
E	Palliative Medicine	Symptom management, psychological and spiritual support and anticipatory care planning in cancer and non-cancer patients.	Dr Duncan Brown, Medical Director, St. Columba's Hospice	Thursday 10 March 2017	09:00 - 17:00	St. Columba's Hospice, Edinburgh	£120
E	Learning Disability & Psychiatry	The course is to offer help and guidance to GPs in managing people with a learning disability. This will cover communication, advice on recognising and managing mental health problems, autism, legislation (MHA and AWI), as well as further information about the SE Scotland LD Services.	Dr John Russell, Consultant Psychiatrist, Learning Disability Service (Fife and Lothian), Training Programme Director, Psychiatry Recruitment Lead for Scotland	Monday 13 March	09:00 - 17:00	Westport, Edinburgh	£120



CPD CONNECT CALENDAR OF COURSES

MARCH 2017

G	Essentials in Sexual Offences Forensic Examination & Clinical Management	<p>This course provides an introduction to the medical, psychological, social and legal aspects of rape and sexual assault. In particular, the course focuses on an empathic victim-focussed approach to appropriate management, forensic examination, evidence collection, documentation and preparation for presentation of evidence in a Scottish court. It is aimed at General Forensic Physicians, Sexual Offences Examiners and Nurses who are providing these services within Scotland. The subjects covered are particularly relevant to clinicians preparing for either the Sexual Offences component of Membership of the Faculty of Forensic and Legal Medicine (MFFLM) or the Diploma in the Forensic and Clinical Aspects of Sexual Assault (DFCASA)</p>	Dr Deb Wardle, Consultant in Genitourinary Medicine and Sexual Health and Lead Consultant, Archway, Glasgow SARC.	Saturday 18, Sunday 19 & Monday 20 March 2017	09:00 -17:00	2 Central Quay, Glasgow	£405
E	Gynaecology	<p>If you are confused about all the different guidance in matters gynaecological, this course is for you. It is designed to give an update on a wide range of gynaecological issues which commonly present in general practice. There will be talks on: menopause management; contraception; urogynaecology; fertility; vulval skin conditions and gynaecological cancers. The speakers all plan the talks for a GP audience and allow time for plenty of questions.</p>	Dr Helen Kettle, GP	Wednesday 29 March 2017	09:00 - 17:00	Westport, Edinburgh	£120


MAY 2017

G	Cradle to Grave	<p>This 2 day event will feature 16 short presentations from consultants and GPs with a special interest in a range of clinical and non-clinical topics affecting people from Cradle to Grave.</p> <p>One day will cost £135, with a discounted rate of £195 if both days are booked. Accommodation can be booked with the hotel directly.</p>	Course Organiser – Sarah Luty, Associate Adviser, NES	Friday 12th & Saturday 13th May 2017	09:30 - 16:30	Beardmore Hotel & Conference Centre, Clydebank	£135 for 1 day / £195 for both days if booked together
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SEPTEMBER 2016 - MAY 2017

Workshops at a glance



For more information or to book a workshop please visit: www.cpdconnect.nhs.scot

2016
-17

SEPTEMBER

Workshops at a glance

Key for course locations:

- Aberdeen
- Edinburgh
- Glasgow
- Other see course for details

Blood Borne Virus Update

13 September

Level 3 Safeguarding Children

13 September

Advanced Leadership (GPs & Pharmacists)

14 September

Drugs & Alcohol (Joint Local Course)

20 September

Mindfulness-Based Stress Reduction (MBSR)

28 September

Business of General Practice

30 September

Blood Borne Virus Update

13 September



BLOOD BORNE VIRUS UPDATE



DATE	Tuesday 13 September 2016
TIME	18:45
COST	£60
LOCATION	Centre for Health Science, Inverness
FORMAT	Presentation and Q&A
COURSE ORGANISERS	Hard Reduction Team, NHS Highland
AUDIENCE	Pharmacists and GPs

DESCRIPTION

This pharmacy led course will explore the current guidance and best practice concerning blood borne viruses, needle exchange and hepatitis C services.

LEARNING OUTCOMES

- Describe the current treatment of blood borne viruses and strategies for reducing transmission
- Describe the current local hepatitis c pharmacy service
- Identify potential safety issues associated with dealing with BBV
- Apply this learning in supporting patients in treatment and/or in provision of safe injecting



LEVEL 3 SAFEGUARDING CHILDREN



DATE	Tuesday 13 September 2016
TIME	12:30 – 16:30
COST	£60
LOCATION	Aberdeen
FORMAT	Presentation and Q&A
COURSE ORGANISERS	Marianne Cochrane
AUDIENCE	GPs

DESCRIPTION

Most care for children and young people is delivered outside the hospital setting. Safeguarding children and young people requires all GPs to be effective when dealing with child abuse. GPs should recognise and respond to the needs of children and young people in special circumstances, through referral and joint working. This course covers and fulfils some key level 3 competencies regarding Child Protection.

LEARNING OUTCOMES

- Understanding of multi-agency working in child protection
- Awareness of local services
- Awareness of the specialist child protection team at Royal Aberdeen Children's Hospital
- Identification of serious and urgent injuries
- Recognition of patterns of child abuse injury
- Learn what medical skills are involved in child protection



ADVANCED LEADERSHIP (GPS & PHARMACISTS)



DATES:

14 September 2016
27 September 2016
5 October 2016
5 November 2016
6 December 2016
20 January 2017

TIME

09:30 – 16:00

COST

£500 for 6 days

LOCATION

Stirling Court Hotel, Stirling University

FORMAT

Discussion and task orientated

COURSE ORGANISER

NES Pharmacy Team

AUDIENCE

GPs and Pharmacists

DESCRIPTION

The aim of this 6 day course is to enable participants to test some key theories of leadership in the workplace. The course has been further developed in line with Prescription for Excellence. This particular course is aimed at GPs and Pharmacists with more than 3 years post registration experience. This course is based on reflection and exploration of yourself as a leader. The teaching style is discussion orientated with participants being expected to come equipped with experiences to share with the group.

Participants are expected to do some small tasks prior to, and throughout, the course and report back on progress at each training session. In addition, a small project will be undertaken throughout the course which will be 'presented' as a poster on Day 6. One such task is completion of the NHS Leadership Academy Leadership Framework Self Assessment tool which will be provided for completion on Day 1 and then again on Day 6. The results of this questionnaire will be analysed as part of the impact assessment for the course.

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ADVANCED LEADERSHIP (GPS & PHARMACISTS)

DESCRIPTION

A topic for a small project should be discussed with the relevant line manager prior to attending on Day 1. As part of the course there are podcasts of senior pharmacists and other healthcare professionals to listen to.

Key topics covered in the course are; the dynamics of teams, how to chair effectively, communication for leadership, managing conflict, coaching vs mentoring, staff development, change management and how to negotiate effectively.

LEARNING OUTCOMES

- Be able to describe a variety of key issues to consider when undertaking a negotiation
- Be able to discuss different ways of motivating members of your team
- Have an increased understanding of different leadership styles and when to apply the different theories in practice
- Be able to demonstrate improved skills when chairing meetings
- Be able to reflect on experiences of managing change in the workplace using a variety of case studies
- Have an increased understanding of the theory of conflict, how to deal with issues of conflict and to reflect on the outcome of such situations of teams within the workplace
- Be able to demonstrate understanding of the differences between management and leadership
- Have an increased knowledge and understanding of leadership theory and be able to discuss application of this understanding to the personal situation
- Be able to describe your own personal individual leadership style and the effect of the particular style within the workplace
- Be able to discuss different aspects of communication employed by a leader
- Be able to utilise aspects of Transactional Analysis in particular with a view to reducing conflict
- Be able to describe the different dynamics of a team compared to a group and discuss how to motivate a team
- Be able to discuss your personal communication styles and describe the application of different communication styles in the workplace



DATE	Tuesday 20th September 2016
TIME	19:00
COST	£60
LOCATION	Ronald Miller Education Suite, Wishaw General Hospital
FORMAT	Presentation and Q&A
COURSE ORGANISERS	Hard Reduction Team, NHS Highland
AUDIENCE	Pharmacists and GPs

DESCRIPTION

This pharmacy led course aims to update participants on the management of patients with alcohol and other drug addictions.

LEARNING OUTCOMES

- Describe the process of referral for alcohol treatment and the patient journey in treatment
- Understand and apply the criteria for referral to alcohol services
- Assess the risks of interactions between oral substitution therapy and alcohol and the dangers of co-prescribing
- Describe the self help and mutual aid material available and refer patients appropriately



MINDFULNESS-BASED STRESS REDUCTION (MBSR)



DATE	Wednesday 28 September 2016 - Introductory Week followed by 8 week course
TIME	19:00 – 21:30
COST	£200 for 9 weeks
LOCATION	Gartnavel Hospital, Glasgow
FORMAT	Experiential
COURSE ORGANISERS	Dr Bridie O'Dowd / Brenda Miller
AUDIENCE	GPs, and other health care professionals including dentists, pharmacists and nurses of all grades

DESCRIPTION

NHS staff currently report high levels of stress at work related to increasing workloads and demands and limited resources. Mindfulness is a healthy sustainable way to manage stress. Research suggests that mindfulness has a powerful and positive effect on health and well-being across a wide range of physical and mental health conditions.

What is mindfulness?

"Mindfulness is paying attention, on purpose, in a particular way, without judgment". Jon Kabat-Zinn

Paying attention can help us become aware of our stress responses and tap into our inner resources to take better care of ourselves in terms of:

- managing anxiety
- sharpening focus
- increasing productivity
- improving sleep
- relieving pain
- feeling a deeper sense of calm

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MINDFULNESS-BASED STRESS REDUCTION (MBSR)

DESCRIPTION

Course includes:

- Introductory week
- Thereafter, 8 weekly 2½ hour group sessions
- learning mindfulness practices such as body scan, sitting with the breath and mindful movement
- over the course of the 8 weeks core mindfulness skills are progressively developed
- the course is experiential - based on skills development, group discussion and home-based practice
- course manual and practice CDs for home use are provided

LEARNING OUTCOMES

Course includes:

- Learn how to use mindfulness to manage stress
- Learn the mindfulness practices and how to apply these to your own context.



BUSINESS OF GENERAL PRACTICE



DATE	Friday 30th September 2016
TIME	09:30 - 16:30
COST	£180
LOCATION	Aberdeen
FORMAT	Mixed Presentations and Group Work
COURSE ORGANISERS	Jim Milligan and Mike Gilbert
AUDIENCE	GPs and Practice Managers

DESCRIPTION

This workshop is suitable for GPs or Practice Managers who have responsibility for managing the business side of a Practice. This workshop will cover financial accounts including expenses, superannuation and taxation, review the liabilities imposed by partnership legislation, key points of the GMS contract, specialization on outside work, containing costs and improving profits.

LEARNING OUTCOMES

- To develop an understanding of financial accounts
- To analyse the financial elements of running a practice
- To detail the legal and financial liabilities within a partnership.

FURTHER INFORMATION

<http://www.bmalaw.co.uk/> - BMA members can access the following link to obtain specialised independent advice on the above topics. Delegates may find it helpful to visit this website in advance of the workshop.



2016
-17

OCTOBER

Workshops at a glance

Key for course locations:

- Aberdeen
- Edinburgh
- Glasgow
- Other see course for details

Mindfulness

7 October



DATE	Friday 7 October 2016
TIME	09:30 - 16:00
COST	£120
LOCATION	Westport, Edinburgh
FORMAT	Experiential
COURSE ORGANISERS	Dr Vee Freir, Consultant Clinical Psychologist and Dr Peter Wilkes, GP
AUDIENCE	Multidisciplinary

DESCRIPTION

This experiential day workshop is a taster designed to demonstrate how mindfulness can benefit you as an individual and be of benefit to your patients and your practice. Mindfulness is currently one of the treatments of choice for recurring depression and has been used successfully in the reduction of stress, anxiety, fatigue and psychological problems associated with adjustment to illness as well as being preventative to psychological problems. Information will be given regarding requirements for training should you wish to take mindfulness further.

We would like to emphasise that this is an experiential day and all we would ask you to bring is your curiosity and a yoga mat.

LEARNING OUTCOMES:

- What patients will get from a mindfulness course
- How you could use simple mindfulness tools to help in the consulting room
- Being able to relate and communicate better with your patients



2016
-17

NOVEMBER

Workshops at a glance

Key for course locations:

- Aberdeen
- Edinburgh
- Glasgow
- Other see course for details

Joint Injections

11 November

The Resilient Practice

18 November

The Resilient Practice

19 November

A Taste of Leadership (GPs & Pharmacists)

22 November

GP Accounts

23 November



DATE	Friday 11 November 2016
TIME	09:00 - 13:00
COST	£60
LOCATION	Westport, Edinburgh
FORMAT	Experiential
COURSE ORGANISERS	Dr Helen Harris, Consultant Rheumatologist
AUDIENCE	Multidisciplinary

DESCRIPTION

This course is aimed at beginners and those with some joint injection experience. The session will cover the following:

- indications for corticosteroid injections - an interactive presentation
- hands on injection of a range of joints using both one to one and group formats
- Ample time for questions and case discussions.

LEARNING OUTCOMES

- Understanding when corticosteroid injection is appropriate
- Being able to undertake corticosteroid injection in a range of joints
- How to diagnose different pathologies of a range of joints



DATE	Friday 18 and Saturday 19 November 2016
TIME	10:00 - 17:00
COST	GPs - £195 / Practice Managers - £100
LOCATION	2 Central Quay, Glasgow
FORMAT	Presentations, Workshops
COURSE ORGANISERS	David Cunningham, Assistant Director of GP Education (CPD)
AUDIENCE	GPs and Practice Managers

DESCRIPTION

Primary health care teams are facing challenging times as consultations and workload increase whilst there are shortages of GPs and of practice nurses and advanced nurse practitioners. Practices may have to learn how to work differently and more effectively than in the past. Our two day conference will help you and your team learn the skills of how teams may work differently from the present. A number of national agencies including the Scottish Government, the BMA, RCGP and NHS Education for Scotland have come together to enable you to increase resilience.

LEARNING OUTCOMES

- To understand the challenges faced by primary health care teams in Scotland
- Learn how teams can improve team working during challenging times
- Hear the thinking and recommendations of national bodies and key figures in the world of Scottish General Practice

This programme will appeal to all general practitioners in Scotland, especially those with a leadership role in the practice. It will also be of interest to practice managers and health board managers who have responsibilities in primary health care.



A TASTE OF LEADERSHIP (GPS & PHARMACISTS)



DATE	Tuesday 22nd November 2016
TIME	09:30 - 16:00
COST	£120
LOCATION	NHS Education for Scotland, Forest Grove House, Aberdeen
FORMAT	Experiential
COURSE ORGANISERS	NES Pharmacy Team
AUDIENCE	GPs and Pharmacists

DESCRIPTION

An underpinning principle is that leadership is distributed throughout the health and social care system, rather than being simply vested in a few formal leadership positions at the top of the hierarchy (King's Fund, 2014).

This course is an inter-professional course with Pharmacy. The core content of this programme has been aligned to key reference documents relating to the professional development of GPs pharmacy staff.

The aim of this one-day leadership course is to:

- Introduce participants to leadership concepts relating to groups/ teams and emotional intelligence
- Raise participants' awareness of their personal contribution to leadership
- Enable participants to start developing their own personal leadership capabilities
- Enable participants to understand the fundamentals of working as a member of a team

continued over...



A TASTE OF LEADERSHIP (GPS & PHARMACISTS)

DESCRIPTION

- Enable participants to understand and start developing aspects of emotional intelligence
- Provide participants with the opportunity to share and reflect on each other's practical experiences of leadership issues

Key reference sources for the development of the course have been:

- A Prescription for Excellence
- Collective Leadership (Michael West et al)
- Typology of problems and followership (Keith Grint)
- Emotional Intelligence and Leadership styles (Daniel Goleman and Richard Boyatzis)
- Team-based working and inter-team working (Michael West et al)

LEARNING OUTCOMES

- Understand the concept of emotional intelligence
- Understand the concept of collective leadership and followership
- Understand the concept of team working and what makes an effective team
- Understand your own capabilities and development required as a leader



DATE	Wednesday 23rd November 2016
TIME	14:00 - 17:00
COST	£60
LOCATION	Westport, Edinburgh
FORMAT	Presentation
COURSE ORGANISERS	Ms Linda Nelson, Condies Chartered Accountants
AUDIENCE	GPs and Practice Managers

DESCRIPTION

This half day workshop will include: financial tips and tools to maximise earnings in 2016 - 17; how to keep partners' current account balances in line; calculating partners' drawings; update on superannuation and seniority; and open forum for discussion and course appraisal.

LEARNING OUTCOMES

- Awareness of financial matters to consider with partner changes
- Identify opportunities to increase practice profitability
- Improved understanding of GP accounts



2016
-17

DECEMBER

Workshops at a glance

Key for course locations:

- Aberdeen
- Edinburgh
- Glasgow
- Other see course for details

Cradle to Grave (Edinburgh)

3 December



CRADLE TO GRAVE (EDINBURGH)



DATE	Saturday 3 December 2016
TIME	09:30 – 16:30
COST	£135
LOCATION	Musselburgh, near Edinburgh
FORMAT	Short Presentations and Q&A
COURSE ORGANISERS	Dr MeiLing Denney, Assistant Director, GP Education
AUDIENCE	GPs and Pharmacists

DESCRIPTION

This event will consist of a series of short presentations on common healthcare dilemmas from childhood to old age. All of our speakers are local NHS GPs/Consultants/professionals who have worked with the NES team to pinpoint key learning for their specific area of expertise.

There will be opportunities to ask questions and gain valuable take home learning points for lifelong care.

The programme is being devised and will soon be circulated.



2016
-17

JANUARY

Workshops at a glance

Key for course locations:

- Aberdeen
- Edinburgh
- Glasgow
- Other see course for details

Working More Effectively in Tricky Consultations

27 January



WORKING MORE EFFECTIVELY IN TRICKY CONSULTATIONS



DATE	27 January 2017
TIME	09:30 – 16:30
COST	£120
LOCATION	Glasgow
FORMAT	Presentation and Q&A
COURSE ORGANISERS	Dr Cathy Cahill, Former GP and Mentalizing Skills Trainer, NHS Greater Glasgow & Clyde
AUDIENCE	GPs

DESCRIPTION

A full day workshop focussing on applying knowledge and consultation skills using mentalizing; an old concept recently developed in the mental health field. Mentalizing is an approach and a way of working that suggests we try and “see ourselves from the outside and others from the inside.”

Mentalizing skills are increasingly used in mental health services when working with patients with a personality disorder diagnosis. This day long workshop which will utilise small group role plays in addition to some knowledge learning about the topic, will consider how we might use these skills in tricky GP consultations with a range of patients.

This session has been developed by Dr Cathy Cahill (former GP) and mentalizing skills trainer in NHS Glasgow and Clyde in response to the Deep End report ‘Generalist and specialist views of mental health issues in very deprived areas’

www.gla.ac.uk/researchinstitutes/healthwellbeing/research/generalpractice/deepend/reports/

LEARNING OUTCOMES:

- Take tips for using mentalizing back into your work as a GP
- Utilise mentalizing skills in role plays during the session
- Learn about the key concepts and practice of mentalizing



2016
-17

MARCH

Workshops at a glance

Key for course locations:

- Aberdeen
- Edinburgh
- Glasgow

Cradle to Grave (Aberdeen)

8 March

Palliative Medicine

10 March

Learning Disabilities & Psychiatry

13 March

Essentials In Sexual Offences Forensic
Examination And Clinical Management

18 March

Gynaecology

29 March



CRADLE TO GRAVE (ABERDEEN)



DATE	Wednesday 8 March 2017
TIME	09:30 – 16:30
COST	£135
LOCATION	Aberdeen Exhibition and Conference Centre
FORMAT	Short Presentations and Q&A
COURSE ORGANISERS	Dr Alison Sneddon
AUDIENCE	GPs

DESCRIPTION

This event will consist of a series of short presentations on common healthcare dilemmas from childhood to old age. All of our speakers are local NHS GPs/Consultants/professionals who have worked with the NES team to pinpoint key learning for their specific area of expertise.

There will be opportunities to ask questions and gain valuable take home learning points for lifelong care.

The programme is being devised and will soon be circulated.



DATE	Friday 10 March 2017
TIME	09:00 – 17:00
COST	£120
LOCATION	St Columba's Hospice, Edinburgh
FORMAT	Presentations
COURSE ORGANISERS	Dr Duncan Brown, Medical Director, St Columba's Hospice
AUDIENCE	GPs and Practice Nurses

DESCRIPTION

Based at St Columba's Hospice, this course will focus on symptom management, psychological and spiritual support and anticipatory care planning in cancer and non-cancer patients. Places are limited and the course becomes fully subscribed very quickly.

LEARNING OUTCOMES

- Anticipatory care planning
- Management of psychological/spiritual distress
- Management of common physical symptoms
- Non-cancer palliative care.



LEARNING DISABILITIES AND PSYCHIATRY



DATE	Monday 13 March 2017
TIME	09:00 – 17:00
COST	£120
LOCATION	Westport, Edinburgh
FORMAT	Presentations
COURSE ORGANISERS	Dr John Russell, Consultant Psychiatrist
AUDIENCE	GPs and Practice Nurses

DESCRIPTION

The course is to offer help and guidance to GPs in managing people with a learning disability. This will cover communication, advice on recognising and managing mental health problems, autism, legislation (MHA and AWI), as well as further information about the SE Scotland LD Services.

LEARNING OUTCOMES

- Gain an understanding of how to manage patients with a LD who present to the surgery and the role of psychiatry including age related issues.
- Learn more about communication with patients with a LD.
- Learn about the assessment and management of those on the Autism Spectrum
- Learn who to contact for help i.e. by gaining an understanding of the role of the Acute Hospitals Liaison Nursing Service, the LD Epilepsy Service and the GP Liaison Nurse.



ESSENTIALS IN SEXUAL OFFENCES FORENSIC EXAMINATION AND CLINICAL MANAGEMENT



DATE	Saturday 18, Sunday 19 & Monday 20 March 2017
TIME	09:00 – 17:00 each day
COST	£405
LOCATION	2CQ, Glasgow
FORMAT	Presentations and small group work
COURSE ORGANISERS	Dr Deb Wardle, Consultant in Genitourinary Medicine and Sexual Health and Lead Consultant, Archway, Glasgow SARC.
AUDIENCE	General Forensic Physicians, Sexual Offences Examiners, Nurses and trainees

DESCRIPTION

This course provides an introduction to the medical, psychological, social and legal aspects of rape and sexual assault. In particular, the course focuses on an empathic victim-focussed approach to appropriate management, forensic examination, evidence collection, documentation and preparation for presentation of evidence in a Scottish court. It is aimed at General Forensic Physicians, Sexual

Offences Examiners and Nurses who are providing these services within Scotland. The subjects covered are particularly relevant to clinicians preparing for either the Sexual Offences component of Membership of the Faculty of Forensic and Legal Medicine (MFFLM) or the Diploma in the Forensic and Clinical Aspects of Sexual Assault (DFCASA).



ESSENTIALS IN SEXUAL OFFENCES FORENSIC EXAMINATION AND CLINICAL MANAGEMENT

DESCRIPTION

- To acknowledge the statistics of undisclosed sexual abuse and know when and how to share information with other agencies whilst adequately considering the confidentiality of individuals who have made a disclosure.
- To understand the role of the forensic physician in: providing emergency care, minimizing the risk of future psychological sequelae by early onward referral or intervention, supporting investigating officers in gathering evidence providing appropriate documentation to support further work by lab staff on forensic samples and to allow appropriate future communication with the courts regarding cases seen.
- To have an understanding of the role of investigating police officers in investigating sex crime
- To have an understanding of the statistics for cases presenting and cases being tried, before a jury.
- To understand how the Criminal Justice System progresses from disclosure by a complainer through investigation and prosecution.
- To become versant with Sexual Offences Scotland Act 2009 and its role in protecting men, women and children who disclose sexual abuse.



DATE	Wednesday 29th March 2017
TIME	09:00 - 17:00
COST	£120
LOCATION	Westport, Edinburgh
FORMAT	Presentations
COURSE ORGANISERS	Dr Helen Kettle, GP
AUDIENCE	GPs and Practice Nurses

DESCRIPTION

If you are confused about all the different guidance in matters gynaecological, this course is for you. It is designed to give an update on a wide range of gynaecological issues which commonly present in general practice.

There will be talks on: menopause management; contraception; urogynaecology; fertility and gynaecological cancers. The speakers all plan the talks for a GP audience and allow time for plenty of questions.



2016
-17

MAY

Workshops at a glance

Key for course locations:

- Aberdeen
- Edinburgh
- Glasgow

Cradle to Grave (Glasgow)

12 May



CRADLE TO GRAVE (GLASGOW)



DATE	Friday 12th & Saturday 13th May 2017
TIME	09:30 – 16:30
COST	£135 for 1 day / £195 for 2 days
LOCATION	Beardmore Hotel & Conference Centre, Glasgow
FORMAT	Short Presentations and Q&A
COURSE ORGANISERS	Dr David Cunningham, Assistant Director of GP Education Sarah Luty, Associate Adviser both of NES
AUDIENCE	GPs, Practice Nurses, Pharmacists

DESCRIPTION

This will be run with a series of short presentations on common healthcare dilemmas from childhood to old age. All of our speakers are local GPs with Special Interests, NHS Consultants and other healthcare professionals who have worked with the NES team to pinpoint key learning for their specific area of expertise.

There will be opportunities to ask questions and gain valuable take home learning points for lifelong care.

The programme is being devised and will soon be circulated.



CPD CONNECT REGIONAL OFFICES

Edinburgh Office

NHS Education for Scotland
Westport 102
Westport
Edinburgh
EH3 9DN
Tel: 0131 656 3200

Glasgow Office

NHS Education for Scotland
3rd Floor, 2 Central Quay
89 Hydepark Street
Glasgow
G3 8BW
Tel: 0141 223 1400/1401

Aberdeen Office

NHS Education for Scotland
Forest Grove House
Foresterhill Road
Aberdeen
AB25 2ZP
Tel: 01224 554365

Inverness Office

PBSGL Administration
NHS Education for Scotland
Centre for Health Science
Old Perth Road
Inverness
IV2 3JH
Tel: 01463 255714



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NHS Education for Scotland
Westport 102
West Port
Edinburgh
EH3 9DN
www.nes.scot.nhs.uk

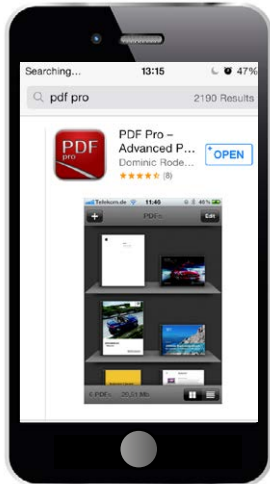
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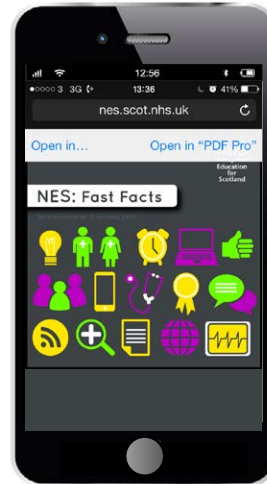
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