

The Grade 1 View newsletter: A trainee initiative to improve regional cohesion

Introduction - the value of belonging

The 2017 Royal College of Anaesthetists report on the welfare, morale and experiences of anaesthetists in training identified a common theme of a feeling of a 'loss of control'. Trainees expressed being 'unsettled professionally and personally' by long commutes and rotational work.¹ A 2019 article in the Harvard Business Review highlighted the value in 'belonging' at work. Socially, belonging is closely tied with identification and social connection, while economically, it correlates with improved job performance, a lower staff turnover, and reduced sickness days.² The East of England deanery has significant geographical challenges and with several hospitals being re-patriated from London deaneries, 'belonging' has been a challenge for trainees. As trainee representatives, we felt disconnected from those we represented. As part of our strategy to combat this we launched the first East of England trainees' newsletter 'The Grade 1 View' in February 2022. An email newsletter may seem outdated, but according to Forbes 'their power to reach and motivate target audiences in the digital age can be potent'.³

The Grade 1 View

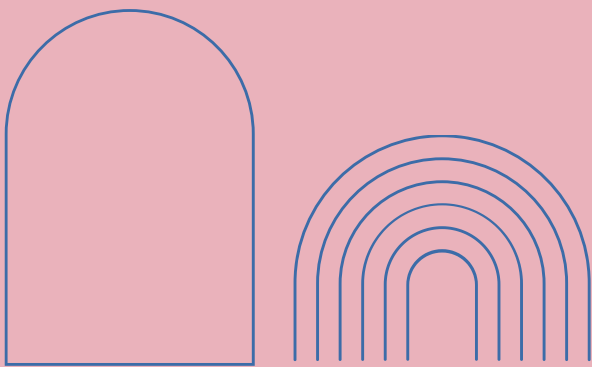
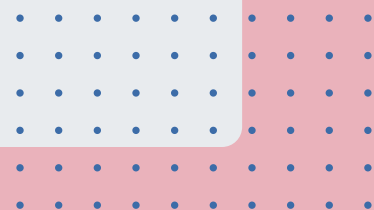
The newsletter for anaesthetic trainees in EoE



March 2023 Issue 1



East of England
School of Anaesthesia



Methods - the making of a Grade 1 View

The name of the newsletter was chosen to be whimsical and hopefully memorable. Each issue follows a common format and there are several recurring features to create a sense of continuity. The newsletter begins with a message from the trainee representatives, often accompanied by an anaesthetic cartoon to keep the tone light-hearted. A 'Focus on..' segment, written by a current trainee, advertises the strengths and opportunities available at different hospitals.

From the trainee reps...

Welcome to the new issue of the 'Grade 1 View' - if this is your first time reading one of these newsletters you are either a) new to the region or b) usually screen Stephen's emails but accidentally opened this one and got captivated by the FANTASTIC cartoon above. Either way - welcome!

For those new to the region, this newsletter is written by the trainee reps to help you navigate your way through the mysteries of training in the EoE, hopefully give you some useful information as well as celebrating some of the successes in the region. Our big success since the last issue was the trainee forum - thank you all for coming and supporting the event (we did indeed learn how to anaesthetise a badger) and for filling in the feedback. We've started brain-storming for next year already.....



Lara, Caroline, Harriette, Erika and Adam

Email: eoeanaestheticfeedback@gmail.com

Please do get in contact! We meet with the Head of School and TPDs weekly, so do get in touch with any issues you are facing either via your hospital reps or directly with us.

Focus on... West Suffolk Hospital

The West Suffolk Hospital sits nestled against Hardwick Heath in Bury St Edmunds. With sound of birdsong amongst the trees and deers frolicking through the car park you could easily forget the entire place is made of RAAC. The West Suffolk is a true DGH - within days of arrival you are greeted by name in the corridor by multiple people, 6pm is a late finish and 'Time Out' (undoubtedly the best hospital canteen in the land) has its own scene based sub-culture.



NEW Excellent Educator Awards

- o Have you had an educational supervisor who has gone above and beyond?
- o Has your educational supervisor helped you navigate a tricky top-up year?
- o Does your educational supervisor know their HALO from a CCC?

Then they deserve your nomination!

We are delighted to be launching the **School of Anaesthesia's Excellent Educator Awards!**

Throughout the year, many of our Educational Supervisors work exceptionally hard to guide and support us through training. This award is an opportunity for this work to be acknowledged and celebrated.

Excellent Educator



Award

Celebrating success in the East

Many congratulations to all those who have recently CCT'd!

May 2023:

- Grace Nisbet

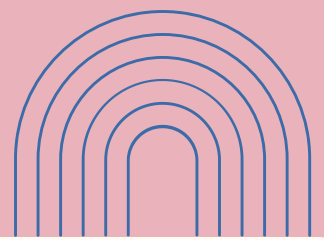
August 2023:

- Amit Deshmukh
- Christopher Eyeington
- Huw Griffiths
- David Jones
- Sam Khanna
- Catherine McGlennan
- Teresa Murray
- Niall Nelligan
- Arjun Nesaratnam
- Georgina Singleton
- Daniel Teska
- Karolina Wloch
- Alexander Yusuf



And to all those who recently attended the **Ceremony of Presentation of Diplomates** - many congratulations on completing the hard slog of the FRCA!

'Success in the East' celebrates anaesthetists who have completed training, won prizes or gained their fellowship. Finally, we encourage the school board to be involved and have had several interesting articles from members of their team. It has been a platform to launch and advertise different initiatives in the region, such as EASTRN (our new trainee research network), the Excellent Educator Award and the work of the region's virtual learning fellows who develop educationally beneficial programmes.



Conclusions

The feedback has been favourable, with some trainees noting an enhancement in regional cohesion. Trainees have actively engaged by interacting with highlighted articles and contributing submissions. The school board has shown support, leading to the newsletter now being accessible on the school website. Recommendations for upcoming editions involve sharing advice from senior trainees and providing greater insights into training opportunities across hospital trusts. Improvements could include offering a non-PDF version for easier email distribution, encouraging more submissions to highlight regional accomplishments, and improving the process by which trainees were able to submit ideas and provide feedback.

References:

1. Royal College of Anaesthetists (December 2017). A report on the welfare, morale and experiences of anaesthetists in training: the need to listen. [online]. Available at: <https://www.rcoa.ac.uk/sites/default/files/documents/2020-09/Welfare-Morale2017.pdf> [accessed 15/04/24]
2. Carr E, Reece A, Kellerman GR, Robichaux A (December 2019). The Value of Belonging at Work. [online]. Available at: <https://hbr.org/2019/12/the-value-of-belonging-at-work> [accessed 15/04/24]
3. Forbes council members (January 2024). Sharing a customer newsletter: 15 big benefits for brands. [online]. Available at: <https://www.forbes.com/sites/forbesagencycouncil/2024/01/09/sharing-a-customer-newsletter-15-big-benefits-for-brands/>. [accessed 15/04/24]

