



FIND YOUR  
PLACE  
**WELCOME**  
FIND YOUR  
PLACE

# FIND YOUR PLACE

in the North East  
& North Cumbria



# THANK YOU

for choosing to train here with us

We think you will be pleased with your choice of being in the North East and North Cumbria for your postgraduate medical training. We know it will be hard work, and that you will learn, work and need to pass exams all at the same time. It is because we understand what the next few years will be like that we feel that the training we offer is so highly regarded by our junior doctors. Our junior doctors rate their postgraduate medical training with us as some of the best in the UK and our commitment to you is to make sure we help you to be the best doctor you can be.

Navigating the system can be hard and postgraduate medical training can be complicated. Please do ask any of us at MadeinHEENE, your supervisors, training programme directors and heads of

school if you do need help and advice.

Your training will not be without its challenges. Please don't be afraid to ask for help – there's lots of support available.

Our region has a proud and rich heritage and we are delighted that you will be part of that.

I hope you will find that your time here gives you all the things you need to continue to develop your medical career and that you take every opportunity given to you to flourish as an outstanding clinician.

With best wishes for your future career.

**Namita Kumar,**  
Postgraduate Dean



# #A GREAT PLACE

– our GMC survey results say it all

In the 2019 annual GMC survey, North East and North Cumbria trainees ranked their training as the best in the UK for 17 out of the 18 quality indicators.

This means, once again, we have the best overall set of scores of any region. We have continued to maintain our position as providing some of the best training in the UK and scored number one for overall satisfaction in the GMC survey for seven out of the past eight years.

We are immensely proud of these achievements and are continuing to work hard to ensure we provide the very best training and support.

You can find out more on the Health Education England website [www.madeinheene.hee.nhs.uk](http://www.madeinheene.hee.nhs.uk)

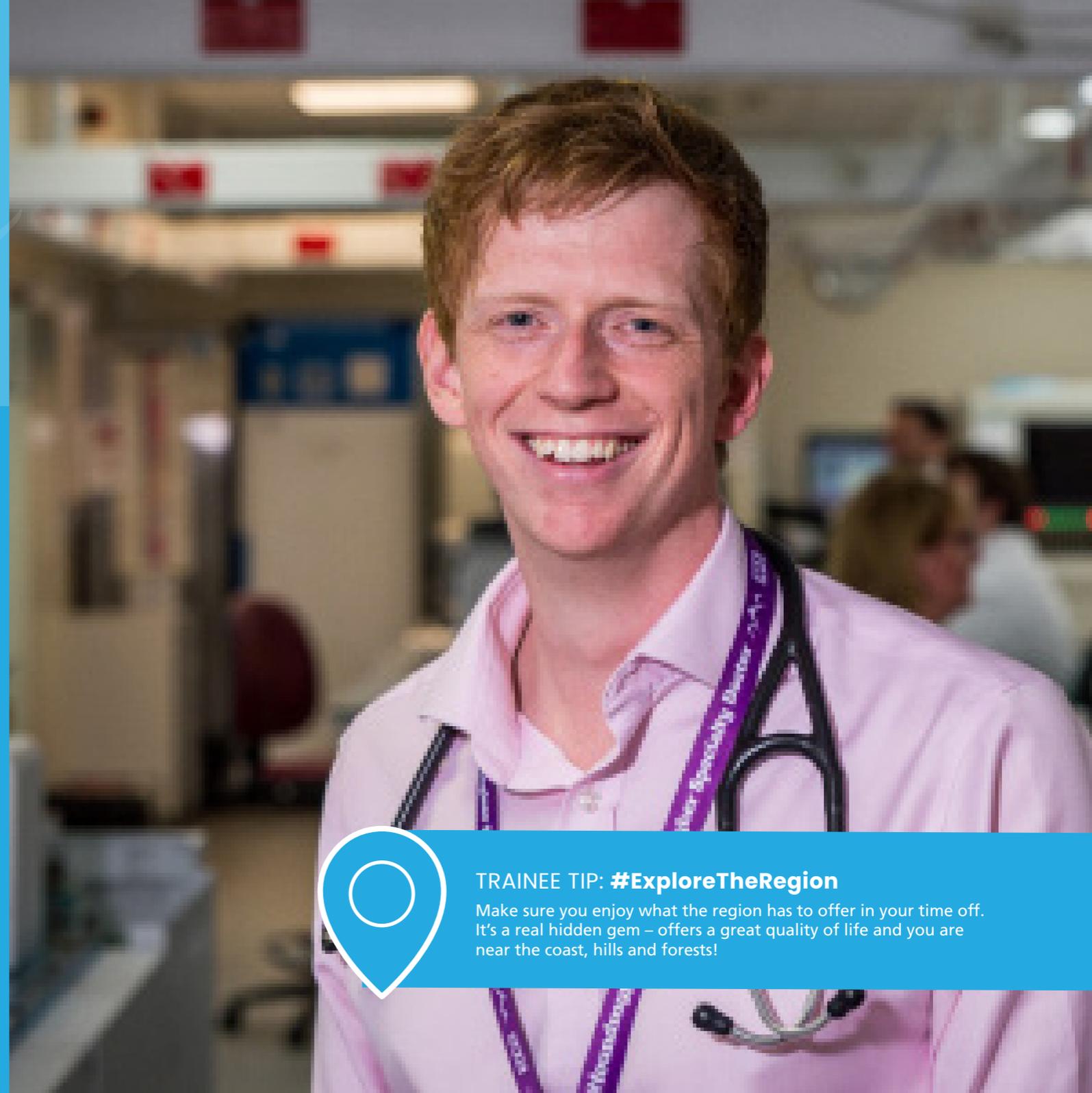
## We are number one for:

- Overall satisfaction
- Adequate experience
- Clinical supervision
- Clinical supervision out of hours
- Curriculum coverage
- Educational governance
- Educational supervision
- Feedback
- Handover
- Induction
- Regional teaching
- Reporting systems
- Rota design
- Study leave
- Supportive environment
- Teamwork
- Workload



### TRAINEE TIP: #ExploreTheRegion

Make sure you enjoy what the region has to offer in your time off. It's a real hidden gem – offers a great quality of life and you are near the coast, hills and forests!





# YOU'VE FOUND YOUR PLACE in our world-class NHS

With a strong track record of some of the highest NHS performance in the country, you've made a great decision to begin, or continue, your medical training in the North East and North Cumbria.

Our 180,000 strong workforce serves a diverse population of three million people in completely contrasting environments. It's fair to say that our NHS covers some of the most interesting places to work in the country.

From cutting-edge training facilities, to renowned world-class centres of clinical excellence, there is every opportunity to develop and shape your career to become a truly outstanding clinician.

Our NHS is home to many state-of-the-art facilities and has benefitted from significant investment including two regional major trauma centres, some of the largest mental health and learning disability providers anywhere in the UK and major centres for specialist care including the regional Institute of Transplantation and Great North Children's Hospital.

Rest assured you have joined the forefront of innovation in the NHS and this is just a snapshot!



**TRAINEE TIP: #ItsYoursForTheTaking**  
Look for new opportunities as there are many research projects ongoing and clinicians are always keen for trainee involvement. People are really approachable and even when busy will try to teach or involve you in projects when they can.

# UNIQUE

features within your training

Our outstanding training practice and extended learning opportunities make our NHS trusts a very special place to undertake your medical training. We offer a range of options in addition to your medical training to help you progress and become an exceptional leader, as well as a highly competent medical professional.

Known as the 'pyramids', the programme consists of four courses that cover: teaching, training and supervision; leadership and management; research and academic training; and professionalism.

Each course has four levels:

- **Level 1** contains the set of skills, knowledge, competencies and behaviours that we make available

for every single trainee and trainer.

- **Level 2** is what we would expect most trainees to achieve in at least one of the four courses.
- **Level 3** is about becoming specialised (or for the very experienced). Only a proportion of trainees will reach this standard during their training and within one of the four courses.
- We expect very few trainees to reach, or aim for **level 4** and it may be part of further training as a trainer. This is the equivalent of Masters level or the delivery of major projects or strategies in the region. Completion of level 4 will be evidenced by a formal qualification.

**Ask your supervisor for more info or tweet us @NHSFYP**



#### TRAINEE TIP: **#ShyBairnsGetNowt**

Don't be afraid to ask. Trainees and consultants are approachable and friendly. If you want to do something then ask - you're more than likely to get the response you want.

# FIGHT FATIGUE

- a campaign to change the culture around rest



Many of our trusts are backing the Association of Anaesthetists fight fatigue campaign. This aims to raise awareness of the safety risks that arise from fatigue among NHS clinicians and professionals. It's important for you to be aware of the potential impact of fatigue as well as your individual responsibilities so you can develop a positive personal attitude towards rest. You can find out more at: [www.anaesthetists.org/fatigue](http://www.anaesthetists.org/fatigue)

## Key facts about fatigue:

**Restorative sleep** - Most adults require 7-8 hours of uninterrupted restorative sleep per night.

**Sleep debt** - A sleep debt occurs after restricted sleep for two or more nights.

**Sleep restriction** - Moderate sleep restriction to six hours per night for two weeks impairs performance equivalent to

one night of complete sleep deprivation.

**Wakefulness** - Cognitive function is impaired after 16-18 hours of wakefulness.

**Dangerous driving** - 20 hours of wakefulness can cause impaired performance equivalent to being over the UK legal driving limit for alcohol.

**Age** - Sleep patterns are altered and the ability to recover from lack of sleep is reduced by age.

**Microsleeps** - Fatigue induces sleep lapses or microsleeps, which are spontaneous, uncontrolled and often go unrecognised.

**Recovery** - Two consecutive nights of restorative sleep are needed to recover from sleep loss.

# THERE'S HELP IF YOU NEED IT...

We recognise there may be times when issues arise relating to your education, training or employment.

Initially, if you feel it appropriate, contact your educational supervisor for advice and support.

You can also contact your trust's director of medical education if you have any concerns about support in your current placement.

If your problem isn't being resolved in your workplace, contact your training programme director or specialty programme co-ordinator.

The Lead Employer Trust (LET) can be contacted for advice on employment issues. If you feel the matter is so serious you cannot discuss it with any of these

people, contact the LET's deputy head of HR on 0191 275 4768.

You can also raise any issues with a Trainee Executive Forum (TEF) representative or your specialty training representative.

## Trainee support service

Our trainee support service has been established to provide specialist support for doctors and dentists in training who are experiencing difficulties that are affecting their ability to train.

The service is intended to provide information to your employer on how you can be supported to remain or return to the workplace. You can access the service at: [madeinheene.hee.nhs.uk/education2/Trainee-Support-Service](http://madeinheene.hee.nhs.uk/education2/Trainee-Support-Service)

# LOOKING AFTER YOURSELF

We pride ourselves on doing our best to look after our trainees to help you achieve a good work-life balance. However, it is important that you look after yourself too and make your mental and physical health and well-being a priority.

Working as a doctor can be stressful. We find it easy to offer advice to patients but we don't always take our own advice!

Good self-care and taking a break are important in any new job, but as a doctor they are vital. You'll also face particular challenges with exams, shift patterns and night-time working.

Some useful contacts for looking after your own health include:

## THE DOCTORS' SUPPORT

**NETWORK** - provides peer support for doctors and medical students with mental health concerns.

Visit: [www.dsn.org.uk](http://www.dsn.org.uk)

## THE NHS PRACTITIONER

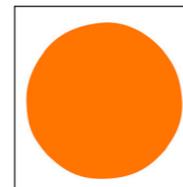
**HEALTH PROGRAMME** - provides free and confidential NHS services for doctors and dentists.

Visit: [www.php.nhs.uk](http://www.php.nhs.uk)

**BMA HELPLINE** - a dedicated helpline for doctors and medical students to speak to a counsellor or doctor in confidence.

Call: 0330 123 1245

# HEALTH AND WELLBEING APPS OUR TRAINEES LOVE



**HEADSPACE** - one of the best-known meditation apps on the market. The app helps you to learn the essentials of meditation and mindfulness, with a free 10-part basics course and animations to help you find your feet.



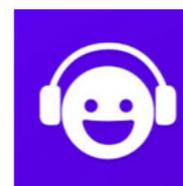
**HAPPIFY** - science-based activities and games to help reduce stress, overcome negative thoughts, and build greater resilience by providing tools and programmes to improve emotional well-being.



**MY FITNESS PAL** - this app pushes users to keep tabs on their diet programmes through an easy to use database that offers nutrition information for over five million different foods.



**PACIFICA** - holistic tools to address anxiety-based on cognitive behavioural therapy, mindfulness, relaxation, and health. A simple app, it encourages you to track your daily activities and asks how they might relate to your stress.



**BRAIN FM** - choose your desired outcome - focus, meditation, relaxation, nap, or night time sleep- and the app's algorithm will generate music to help you achieve it within 15 minutes.



**TRAINEE TIP: #MakeTimeForYourMind**  
 The best thing I ever did was sign up to the library. I read as many books as I can and it really takes me away from everything and helps make time for my mind.



# IF YOU'RE NEW

## to the North East and North Cumbria

#foundmyplace

If you've just moved to our region let us first congratulate you on your superb decision. Perhaps you've left the bustle of London, migrated in from the other cities, towns and villages of the UK, or maybe you've flown in from far away shores! Whatever your path to us, we're glad you've chosen to live here, in what we think is the best place in the UK - maybe even the world!

We'll assume you've taken care of finding somewhere to nest (much cheaper isn't it!), which leaves us with the exciting task of introducing you to our magnificent region - now your magnificent region.

It will take you years to see, do, hear, feel and taste your way round the North East and North Cumbria, but for all new residents, behold our initiation checklist:

- Visit our World Heritage sites; Durham Castle & Cathedral, Hadrian's Wall and the Lake District
- Discover total solitude in Northumberland with its perfect beaches and areas of outstanding natural beauty
- Have a night out in Newcastle - it didn't gain its party reputation for nothing
- Go to the Lake District for the day - actually, take a tent and make it a week - and immerse yourself in mother nature's handiwork
- Go back in time at the unique, outdoor Beamish Museum - don't forget to get the old fashioned fish and chips on the way out
- Get your ballot in and book yourself a place in the world's greatest half marathon - the Great North Run!
- Attend Hogwarts (yes, really) at Alnwick Castle and Garden
- Gain your Geordie wings by meeting our unassuming Angel of the North

# IF YOU LIVE HERE

already, or have been here lots!



**TRAINEE TIP: #MakeYourVoiceHeard**  
Make your voice heard! We've got an active trainee executive forum which means we can influence what's going on now and for future generations of trainees too.

Perhaps you're a northerner born and bred, taking your first gulps of air in one of our many wonderful hospitals, or maybe you've been brought here on so many holidays you feel like you are a local.

Whatever your residential history, we guarantee there is still lots more you've yet to discover in this glorious part of the world.

It's too easy to get stuck in a routine and take for granted things that people travel from all over the world to marvel at - the things that have always been right on your doorstep.

However, assuming you did indeed have one too many school trips to Beamish, here are some less obvious things to knock off the to do list for current residents:

- Grab a kipper sandwich at Craster and meander along to Dunstanburgh Castle
- Get lost in the aisles of Barter Books in Alnwick
- Catch a movie at the Star and Shadow independent cinema in Newcastle
- Do a free Parkrun at one of the many events held every week in our region
- Get a rush from England's highest waterfall, High Force in Teesdale
- Bag something unique at Tynemouth Station Sunday market - who needs Brick Lane!
- Get an adrenaline rush at the white water rafting centre at Tees Barrage
- Get cultured at Stockton Riverside Festival
- Get your meade fix at the medieval banquet at Lumley Castle in Chester-Le-Street
- Try to see in the dark in the Victoria Tunnel which runs under Newcastle



# JUNIOR DOCS' #foundmyplace challenge...



There's so much to see and enjoy living in the North East and North Cumbria so here's our top 50 challenges to you. Tweet us your pics @NHSFYP and use #foundmyplace to join in the fun and help us fill our website with all 50 completed challenges!

1. Take a selfie with the majestic Angel of the North
2. Discover historic Craggside - the home of hydroelectricity
3. Walk Hadrian's Wall - not all of it, just a part!
4. Visit Britain's BEST coastal town - it's called Tynemouth
5. Clamber up Roseberry Topping
6. See the fog on the Tyne - the Baltic rooftop bar has great views
7. Visit the fairy-lit tree house at Alnwick Castle (it's where Harry Potter plays quidditch)
8. Stare at the stars at Kielder Observatory - it's an official dark sky park
9. Catch a footie match at any one of our big clubs
10. Climb a mountain in the Lake District
11. Pick strawberries at Brockbushes Farm
12. Have a brew on the Durham Brewery tour
13. Get tropical at Sunderland Winter Gardens
14. Go deer spotting at Raby Castle (it's not difficult, there are hundreds)
15. Have a picnic in Jesmond Dene
16. Stand on top of Northumberlandia
17. Go on board Britain's oldest surviving floating warship, HMS Trincomalee, in Hartlepool
18. Critique highbrow art at Middlesbrough Institute of Modern Art
19. Do the Great North Run
20. Walk five miles along any of our beautiful coastline - yes five!
21. Swim in a lake - there's a few in the Lake District...
22. While you're there, ride the Ullswater Steamer from Pooley Bridge
23. Rent a row boat on the River Wear in Durham - or if it's too long until payday, walk the river loop.

24. Explore Newcastle's Chinatown - all you can eat Chinese buffet optional!
25. Find Ant and Dec on our very own Hollywood style 'Walk of Fame' on the iconic Quayside
26. Enjoy a free Sunday movie at the Tyneside Bar Cafe
27. See the world's largest pencil (not a joke) at the Pencil Museum in Keswick
28. Have dinner in Newcastle's oldest restaurant - Blackfriars
29. Go for a bike ride in Hamsterley Forest
30. Try and bump into one of the six ghosts at Chillingham Castle
31. Polish off fish and chips on Saltburn Pier
32. Go white water rafting at the Tees Barrage
33. Go Puffin crazy at the Farne Islands
34. Stroll across Stockton's Infinity Bridge or Sunderland's new Northern Spire bridge
35. Visit Newcastle's oldest pub - The Old George Inn dating from 1582
36. While we're talking of pubs, visit Marsden Grotto, the only pub in Europe built on a sea-cliff face
37. Take a step back in time at the world famous Beamish open air museum
38. See live music at Sage Gateshead
39. Take a circus class at Circus Central in Newcastle
40. Like bouncing? Durham is home to the UK's biggest Trampoline Park - what are you waiting for?
41. Brave the MetroCentre on a Saturday afternoon (not for the faint hearted)
42. Get on two wheels at the Quayside's Cycle Hub
43. Get lost in Chopwell Woods - not too lost though
44. Go rockpooling at St Mary's Island
45. Do the short trek up to Penshaw Monument
46. Search for Seaham seaglass on the Sunderland coastline
47. See how many of Northumberland's free castles you can fit into a day
48. Visit Holy Island and cross the tidal causeway to Lindisfarne (check tide times first)
49. Take in some serious scenery with the Warkworth Hermitage walk
50. Catch a west end show at the Sunderland Empire

# ...and finally some 'MUST KNOWS' from the LET

Regardless of which trust or GP practice you work in, as a specialty trainee in the North East and North Cumbria you will be employed by a single employer, known as the Lead Employer Trust (LET). The LET works in partnership with Health Education England North East to ensure you are supported throughout your career.

- We'll make sure your employment whilst training in the region runs as smoothly as possible
- We look after all of your human resources and payroll needs – whether its employment matters, banding payments, travel expenses and most importantly, making sure you get paid (every last Wednesday of the month!)
- We have a dedicated helpdesk for you throughout your employment

- We make sure you have a continuous employment record throughout your training, with one contract and one payroll system
- We look after all of your statutory rights such as maternity, paternity or special leave and work closely with trusts and local general practices to ensure that you rotate smoothly
- We can offer the flexibility to train less than full time to help you achieve work-life balance

By now, you should have completed our e-induction programme, regardless of which trust or practice you are working in. You will receive 3.5 hours back in lieu for completion in your own time.

You can contact the LET HELPDESK on **0191 275 4782** or email us at [lethelpdesk.ne@hee.nhs.uk](mailto:lethelpdesk.ne@hee.nhs.uk)



## TRAINEE TIP: #SayYes

From consultants to IT, there is always someone looking for collaborators for teaching, quality improvement, audits and research. They are so enthusiastic and supportive, take up as many offers as you can – perhaps not all, you'll still need to sleep!



# PLEASE HELP US

to spread the word!

We need your help to encourage the best and brightest doctors to train in our region.

Whether it's becoming a voice for our world-class NHS services or sharing your passion for life in our region, we need you to get involved. You can help us in the following ways:

- Volunteer to tell your story about living and working in the region. We use these as written and video case studies - simply tweet us @NHSFYP
- Get involved on social media - follow and share our messages on Twitter, Instagram and Facebook
- Take part in the **#foundmyplace** junior doctor challenge. Find out more at [www.nhsfindyourplace.co.uk](http://www.nhsfindyourplace.co.uk)

#foundmyplace

f  @nhsfyp

[nhsfindyourplace.co.uk](http://nhsfindyourplace.co.uk)

## TRAINEE TIP: #Tasters

Get involved in tasters, they are great for sub specialties. Speak to seniors to arrange sessions in clinics etc to broaden your horizons, they are always keen to give juniors the best experience possible and open up opportunities to get involved in projects that interest you!





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