



Medical Leadership and Management within the DMS

Air Vice Marshal Paul Evans

Requirement

- **Leadership & management is a fundamental part of being a doctor to deliver good medical practice**

- **Now an essential part of Appraisal & revalidation**
 - **For all doctors**
 - **Specifically for those whose primary or only task is medical management**



Military Context

- Leadership training within the military is currently responsibility of Defence Academy
 - This provides a potential constraint to the development of medical leadership & management Trg within the DMS
 - Action being taken:
 - Engagement with DA – collaboration rather than alienation
 - Identify the requirement
 - Source the need



My view

- **Undoubted value in ICSC, ACSC & RCDS but all not available to all doctors**
- **Identify the requirement**
 - **Specific military medical leadership and management trg**
 - **Different requirement for through career need**
 - **Medical student**
 - **Trainee**
 - **Consultant/Independent practitioner**
 - **Full-time medical manager**
 - **Some generic some specific**



Good Examples

- **MOST Course/Hospex**
- **PGMO Course**
- **Medical Operational Training Course**
- **Medical Conferences**
- **Incident management Courses**



Aim of today

- **Start to define the requirement**
- **What are the gaps**
- **Where best to deliver requirement**
 - No intention of disrupting ‘training package’
 - Buy in Vs internal delivery (or combination)



Role of the Faculty

- **Championing this requirement for doctors**
- **Creating a robust framework for appraisal & revalidation**



Appraisal

- **Proof of good medical practice with emphasis placed on reflection & development**
- **GMC supporting information requirements for revalidation**
 - **Continuing professional development**
 - **Quality improvement activity**
 - **Significant events**
 - **Feedback from colleagues**
 - **Feedback from patients (where applicable)**
 - **Review of complaints & compliments**



Purist Medical Managers

- Producing portfolio to support these generic headings
- Consistency across Defence for ROs
- Piece of work for us

