

# “CESR3 for Emergency Medicine”

## The First Ten Steps towards Success

### Collaborative & Effective Solutions for Resolution of Recruitment & Retention Crisis of Doctors in Emergency Departments of NHS

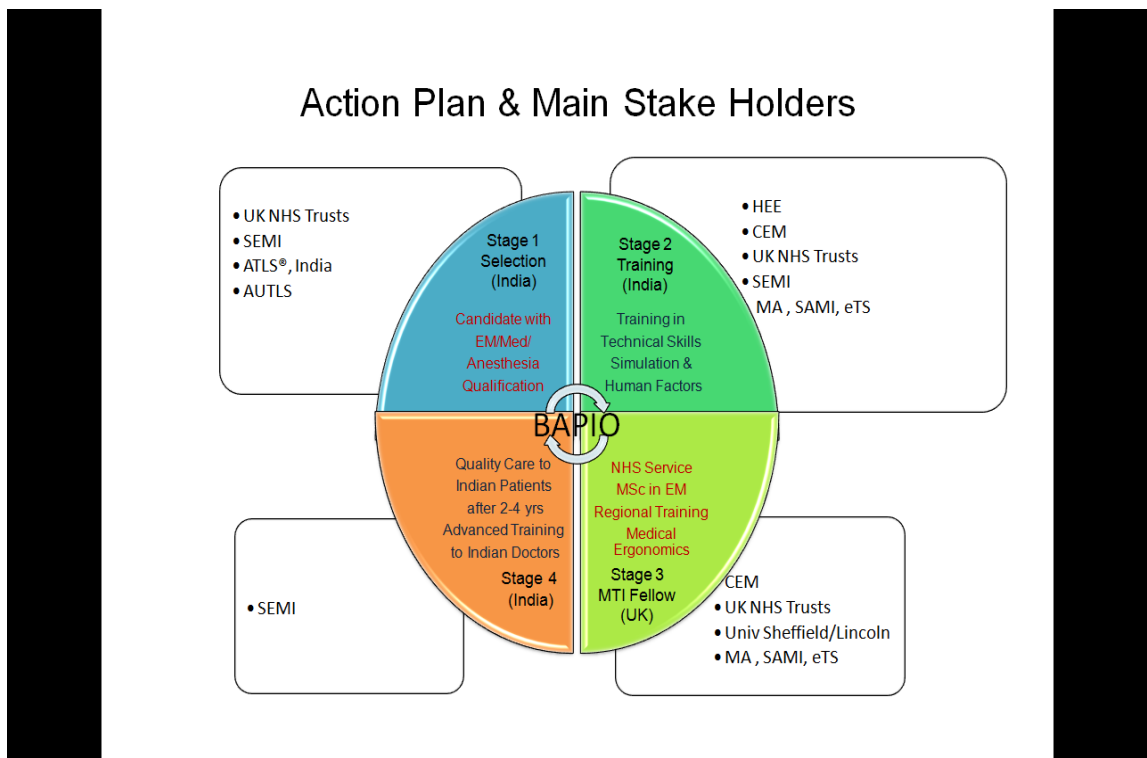
**Historical Perspective:**

British Association of Physicians of Indian Origin (BAPIO) has been actively engaged over the last 3 years in seeking solutions for the ongoing recruitment and retention crisis of experienced doctors in the emergency departments of NHS. We initiated a pilot project in 2011 at Weston Area Health Trust (WAHT) in collaboration with colleagues from Society of Emergency Medicine India (SEMI) & MAX Healthcare, India. This resulted in recruiting and retaining experienced doctors from India via Medical Training Initiative (MTI) scheme.

**Strategy of CESR3 Project:**

The pilot work at WAHT helped in recognizing the gaps and strengths of the MTI scheme which has aided BAPIO to design a reinvigorated and expanded MTI scheme for various NHS Trusts by utilising strengths of various stakeholders across India and the UK.

MTI candidates, as per project, will be trained in quality improvement skills along with an opportunity to undertake a qualification in Advanced Emergency Care (MSc), High Fidelity Simulation & Training in Medical Ergonomics (Human Factors & Non Technical Skills) via various UK Universities, NHS Trusts, Specialist Agencies and Indian Organizations.



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1. The project was officially released on remembrance weekend in national conference of BAPIO at Cardiff in Nov 2013 where it generated interest from representatives of various NHS trusts along with SAMI and eTS for providing non technical skills.
2. A meeting was held to establish linkages between EMRiS, University of Sheffield, United Lincolnshire NHS Trust (ULHT) and BAPIO for MSc in Advanced Emergency Health Care for MTI fellows on 11<sup>th</sup> Nov 2013
3. A two week scoping visit to India to judge response to this project across various cities was conducted in Nov 2013 by colleagues from ULHT and Mind Associates.

Various meetings, presentations and workshops were conducted in Chandigarh, Mumbai, Calicut, Wayanad and New Delhi with interested doctors who may consider training via reinvigorated MTI scheme, office bearers of SEMI (Society of Emergency Medicine India), ATLS® Chair, India, Lead of AIIMS Ultrasound Trauma Life Support and various policy makers and other senior officials including vice-president of Indian Medical Association (IMA).

The candidate doctors considering working in the UK were most interested in the training aspect and qualification of MSc in Advanced Emergency Care by University of Sheffield, proposed to be sponsored by the employing NHS trusts.

The project was presented and deliberated at Indo-UK Health Care Meet at Chandigarh, hosted by Govt of Punjab and British Deputy High Commission with coordination provided by UKIHCC (UK India Health Care Corporation).

The project received a strong attention at EMCON 2013, national emergency medicine conference at Wayanad by SEMI. A stall by ULHT along with presentations about the project and workshops on Human Factors and Non Technical skills evoked a strong interest. A database of more than 70 candidates interested in reinvigorated MTI scheme has been collected.

Mind Associates played an active and crucial role by conducting various taster workshops on medical ergonomics where topics ranging from team working, leadership, compassion, art of influencing were covered.

4. ATLS®India is being actively engaged for providing ATLS training to MTI Fellows while waiting for visa after selection in the interviews. Initiatives have been taken regarding collaboration between Cambridge Emergency Ultrasound Course (Addenbrookes Hospital) and AUTLS, AIIMS New Delhi to facilitate the training of MTI Fellows in emergency ultrasound as per CEM standards.

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5. Five sessions on Non Technical Skills & Human Factors were piloted at newly built high fidelity simulation centre at University of Lincoln in collaboration with ULHT, lasting over 2.5 days in December 2013 and January 2014, which will help to conduct same for MTI Fellows.
6. The detailed project report was submitted for SHINE 2014 – The Health Foundation awards, which helped in stratification regarding various parameters of success related to this project, despite failure in the outcome for the bid.
7. Initiatives have been started with Maharashtra University of Health Sciences (MUHS), Pune and All India Institute of Medical Sciences (AIIMS), New Delhi for conducting workshops on medical ergonomics for MTI Fellows in India. Indian faculty trained in the UK and USA regarding human factors and non technical skills has been identified and being engaged for the project process.
8. The project evoked positive and supportive response when discussed with Member, National Disaster Management Authority, Government of India by leadership of SEMI, BAPIO and GAPIO, during the sidelines of medical leadership conference at Calcutta in January 2014.
9. After discussion of this project with Rt.Hon. Jeremy Hunt MP, Secretary of State for Health, UK, a mail has been received from Health Education England inviting BAPIO to discuss its work in emergency medicine.
10. A four member Steering Committee of the project has been constituted which includes:
  - i) Dr Tamorish Kole, President, Society of Emergency Medicine India (SEMI) at Max Health
  - ii) Dr Sanjeev Bhoi, Lead, AULTS & Human Factors/Non Technical Skills, AIIMS, New Delhi
  - iii) Dr Parag Singhal, Honorary Secretary, BAPIO, at Weston Super Mare
  - iv) Dr Vivek Chhabra, UK International Liaison – SEMI, at Lincoln

### Future Steps

1. Other committees for this project like the Advisory Committee, Core Committee, Technical Skills Committee, Medical Ergonomics Committee and Extended Core Committee are being constituted.
2. A workshop is being conducted by BAPIO on 21<sup>st</sup> March afternoon at Bristol, in which Health Education England (HEE), interested NHS Trusts and stake holders of the CESR3 project will share implementation details of the project plans.

*\*For further information and interest in joining this project please feel free to contact [vivek.chhabra@nhs.net](mailto:vivek.chhabra@nhs.net) with copy to [neharsinghal@yahoo.com](mailto:neharsinghal@yahoo.com)*

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