

What is Enhance?

The NHSE Enhancing Generalist Skills (Enhance) programme is a national programme aiming to enhance the generalist skills of doctors within the early years of postgraduate training. It evolved from views in the Future Doctor Report highlighting the need to ensure doctors have the skills to deliver person-centred care across different healthcare settings, understand their local population health needs and how best to improve overall health outcomes.

Why is this being introduced?

The 2023 NHS Long Term Workforce Plan has specifically highlighted aspirations "to develop more multi-profession, system-based rotational clinical placements... across primary, community and social care". As part of this plan, it has mandated that Enhance is available for all doctors in training by 2025.

There are several established trailblazer sites across England and some have taken different approaches to open up access to Enhance to other allied healthcare professionals. Others have focused on introducing Enhance to doctors as part of their foundation year training.

What are we doing at UHCW?

Three Internal Medicine Trainees (IMTs) have started at UHCW in August 2023 who are enrolled in the Enhance pilot programme.

They will have additional opportunities during IMT1 to learn and understand the principles underpinning Enhance and develop as generalists. This will be built on during IMT2 during a four month community based placement.

Selected Enhance teaching sessions throughout the year will also be made available to all IMT trainees based at UHCW.

What is the shape of Enhance?

Year One: Enable

Focus on understanding key theories of Enhance programme

- Six regional Enhance half day teaching sessions across the year are now embedded within IMT teaching programme at UHCW
- 4 day Human Factors Course
- Attendance at regional Enhance conferences to share learning and experiences
- Immersive experience in local third sector organisations

Year Two: Explore

Building on foundation of learning to explore themes in community

- Ongoing protected teaching and development time
- 4 month community based placement exploring themes of Enhance, whilst continuing coverage of medical on calls

How does this align with IMT?

Enhance is being designed to run alongside and complement IMT. Trainees should continue to have educational and clinical supervision as they would usually. Progression through IMT remains dependent on satisfactory progress at ARCP, with appropriate evidence of capabilities in practice and progress in MRCP examinations.

What have we done so far?

Our trainees attended the Enhance induction run by NHSE Midlands in August 2023.

They have attended the NHSE Midlands Enhance regional conference in September 2023, where all three trainees were successful in submitting posters for display.

These posters were on the themes of health equity in sickle cell disease and glucose monitoring methods in diabetes.

They have also attended teaching on Person-Centred Care and Population Health.

What's coming up next?

Trainees continue to attend Enhance themed teaching sessions embedded within the IMT teaching rota on Wednesday afternoons.

In Spring 2024 they will also attend a Human Factors course.

We are currently working with local stakeholders to organise a 2 day immersive experience in third sector organisations during their final rotation of IMT1.

We are also working with stakeholders and rota co-ordinators to ensure community placements in the second year give appropriate exposure to local health inequalities, whilst being beneficial in the context of medical training.

Key Dates

Teaching Afternoons

Person-centred Care	27 Sep 2023
Population Health	18 Oct 2023
Sustainable Healthcare	15 Nov 2023
Complex multi-morbidity	21 Feb 2024
Tackling Health Inequalities	27 Mar 2024
Social Justice & Health Equity	24 Apr 2024

Human Factors Course (4 days)

11th / 12th January 2024
7th / 8th March 2024

NHSE Enhance Regional Conference

24th April 2024

Immersive Experience (2 days)

April - July 2024 (TBC)

Who to ask?

If you have any questions regarding the Enhance programme at UHCW, please contact:

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