Stage 3 HALO Guide *Domains of Learning, Stage Learning Outcomes, and Key Capabilitie*s

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# Professional Behaviours and Communication

## Examples of Evidence

### Experience & Logbook

* range of surgical specialties including special interest areas

### Supervised Learning Events (SLEs) can be used to demonstrate:

* ability to manage lists as a sole anaesthetist including areas of special interest (ALMAT)
* leadership when discussing the care of a complex patient with the multi-disciplinary team
* evidence of effective shared decision making with patients and colleagues.

### Personal Activities and Personal Reflections may include:

* courses and eLearning: leadership and management, equality and diversity
* professional portfolio and CV ready for consultant interview
* management of a difficult conversation with a colleague, patient or relative
* reflections on active listening in a range of environments and situations
* leadership of a quality improvement project
* training with members of senior hospital management such as clinical governance lead, clinical directors, medical directors
* experience of the process whereby complaints are dealt with.

### Other evidence

* satisfactory MSF.

## Cross links with other domains and capabilities

* *Management and Professional and Regulatory Requirements*
* *Education and Training*
* *Safety and Quality Improvement*
* *all specialty specific domains*

# Management and Professional and Regulatory Requirements

##

## Examples of Evidence

### Experience & Logbook

* leadership of Anaesthetic Departmental Activities.

### Supervised Learning Events (SLEs) can be used to demonstrate:

* management and team leadership skills with complex cases such as in theatres, pre-operative assessment clinics, obstetrics and intensive care.

### Personal Activities and Personal Reflections may include:

* management responsibility in the anaesthetic department
* roles in regional training programme such as trainee representative
* rota management for anaesthetists in training
* attendance at hospital/Trust Board level meetings
* training sessions with members of senior management such as clinical directors, medical directors, Trust Chief Executive
* courses and eLearning: NHS structure and management, information governance, skills to manage difficult interactions, mastering risk
* training and involvement in investigation of serious incidents
* involvement in writing a report for the Coroner or other medico-legal indication
* experience of healthcare systems outside of the UK
* awareness of relevant government health policies.

## Cross links with other domains and capabilities

* *Professional Behaviours and Communication*
* *Team Working*
* *Safety and Quality Improvement*
* *Education and Training*
* all specialty-specific domains.

# Team Working

## Examples of Evidence

### Experience & Logbook

* range of experience in theatres, obstetrics, pre-operative assessment and including special interest areas.

### Supervised Learning Events (SLEs) can be used to demonstrate:

* leadership of the theatre team in the management of challenging cases
* leadership of complex resuscitation cases including team debrief discussion.

### Personal Activities and Personal Reflections may include:

* courses and eLearning: leadership and management, human factors, appraisal skills, major incident training, risk management
* faculty member of simulation courses
* completion of a project demonstrating leadership and team building.

### Other evidence

* satisfactory MSF.

## Cross links with other domains and capabilities

* *Professional Behaviours and Communication*
* *Management and Professional and Regulatory Requirements*
* *Safety and Quality Improvement*
* *Resuscitation and Transfer*
* all specialty specific domains.

# Safety and Quality Improvement

##

## Examples of Evidence

### Experience & Logbook

* leadership of QI activities within Anaesthetics department and experience of regional or national QI and risk assessment.

### Supervised Learning Events (SLEs) can be used to demonstrate:

* leadership of local QI project and participation in regional or national QI projects (A-QIPAT)
* presentation of QI project results
* implementation of QI project outcomes
* promotion of safety in theatre lists.

### Personal Activities and Personal Reflections may include:

* courses and eLearning: quality improvement methodology, understanding risk, understanding professional interactions, change management, national patient safety legislation, human factors training, complexity theory, safety science
* involvement with patient safety investigation such as root cause analysis.
* undertake mortality reviews
* attendance and presentation at clinical governance meetings.

## Cross links with other domains and capabilities

* *Professional Behaviours and Communication*
* *Management and Professional and Regulatory Requirements*
* *Team Working*
* all specialty specific domains.

# Safeguarding

## Examples of evidence

### Experience & Logbook

* range of surgical specialties and patient groups in theatre setting, obstetrics, pre-operative assessment clinics and Intensive Care Unit.

### Supervised Learning Events (SLEs) can be used to demonstrate:

* management of a vulnerable patient for surgical procedure
* management of vulnerable patient in distress with potential to require restraint
* management of a case where cultural or religious differences affect consent and treatment.

### Personal Activities and Personal Reflections may include:

* courses and eLearning: equality and diversity, Prevent/counter terrorism, child and adult safeguarding, mental capacity act
* participation in best interests decision.

## Cross links with other domains and capabilities

* *Professional Behaviours and Communication*
* *Education and Training*

# Education and Training

## Examples of Evidence

### Experience & Logbook

* range of clinical experience taking advantage of all opportunities for teaching and learning.

### Supervised Learning Events (SLEs) can be used to demonstrate:

* use of SLEs throughout stage of training to facilitate learning and guide progress
* completion of SLEs for more junior colleagues with demonstration of constructive feedback.

### Personal Activities and Personal Reflections may include:

* courses: teaching and training courses such as Generic Instructor (GIC), Anaesthetists as Educators, train the trainers
* acting as part of teaching faculty in simulation courses, exam preparation courses
* delivery of teaching sessions with feedback
* organisation of teaching programmes for anaesthetists in training
* critical appraisal of local teaching programme with suggestions for feedback
* completion of higher qualification in medical education such as PGCert
* presentation at regional or national meeting
* development of eLearning module
* training sessions with educators such as educational supervisors, College Tutor, Post-graduate Clinical Tutor

## Cross links with other domains and capabilities

* all specialty-specific and generic professional domains.

# Research and Managing Data

## Examples of Evidence

### Experience & Logbook

* inclusion of cases from special interest area(s).

### Supervised Learning Events (SLEs) can be used to demonstrate:

* use of evidence-based medicine
* management of cases where research data is lacking.

### Personal Activities and Personal Reflections may include:

* attendance at scientific meeting
* abstract accepted at national or international meeting
* publication in peer reviewed journal
* involvement in research project including ethical approval, gaining consent of participants, data analysis
* leads in development or revision of local guidelines
* participation in systematic literature review
* active involvement with local trainee research network (TRN) such as local lead for a TRN study.

## Cross links with other domains and capabilities

* *Safety and Quality Improvement*
* *Education and Training*

# Perioperative Medicine and Health Promotion

### Examples of Evidence

* SLEs throughout stage of training including special interest area and experience in pre-operative assessment clinics demonstrating, for example:
* ability to work independently in special interest area (ALMAT)
* leading a pre-operative assessment clinic
* discussion and advice on likely outcomes and recovery following anaesthesia and surgery for complex patients
* discussion of alternative treatment pathways and their relative risks and benefits.

#### Personal activities and reflections:

* courses and eLearning: scientific meetings on perioperative medicine.

### ****Suggested supervision level****

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Professional Behaviours and Communication*
* *General Anaesthesia*
* areas of special interest

### Examples of Evidence

* SLEs throughout stage of training including special interest area and experience in pre-operative assessment clinics demonstrating, for example:
	+ Leadership in discussion of patient care with surgical team.

#### Personal activities and reflections:

* courses and eLearning: NICE guidance – shared decision making.

### ****Suggested supervision level****

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Professional Behaviours and Communication*
* *General Anaesthesia*

### Examples of Evidence

* SLEs throughout stage of training including special interest areas and experience in pre-operative assessment clinics.

#### Personal activities and reflections:

* activities related to enhanced recovery programmes
* development of preparation for surgery strategies eg RCoA Fitter Better Sooner.

### ****Suggested supervision level****

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *General Anaesthesia*

### Examples of Evidence

* SLEs throughout stage of training including special interest areas.

#### Personal activities and reflections:

* courses and eLearning: environmental impact of anaesthesia
* quality improvement project looking at sustainability in operating departments.

### Suggested supervision level

* not applicable.

### Cross links with other domains and capabilities

* *Safety and Quality Improvement*
* *General Anaesthesia*

###

### Examples of Evidence

#### Personal activities and reflections:

* courses and eLearning: anaesthesia in developing countries.

### Suggested supervision level

* not applicable.

### Cross links with other domains and capabilities

* *Safety and Quality Improvement*
* *General Anaesthesia*

# General Anaesthesia

###

### Examples of Evidence

* SLEs throughout stage of training including special interest areas and out of hours experience:
	+ CBDs and ALMATs from a range of surgical specialties.

#### Personal activities and reflections:

* courses and eLearning: scientific meetings related to special interest area.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Professional Behaviours and Communication*
* *Team Working*
* *Perioperative Medicine and Health Promotion*
* areas of special interest.

### Examples of Evidence

* SLEs: experience may be gained at major trauma centres, burns units.

#### Personal activities and reflections:

* courses and eLearning: trauma management

### Suggested supervision level

* 3 - supervisor on call from home for queries able to provide directions via phone or non-immediate attendance.

### Cross links with other domains and capabilities

* *Resuscitation and Transfer*
* *Intensive Care*

### Examples of Evidence

* SLEs from experience in special interest areas
* this may include A-QIPAT for relevant projects.

#### Personal activities and reflections:

* teaching delivered
* quality Improvement project in area of special interest
* development of local guidelines
* departmental presentations.

### Suggested supervision level

* not applicable.

### Cross links with other domains and capabilities

* *Safety and Quality Improvement*
* *Education and Training*
* *Research and Managing Data*
* areas of special interest

### Examples of Evidence

* SLEs including experience in ENT and maxillo-facial surgery.

#### Personal activities and reflections:

* courses and eLearning: airway management, scientific meeting on difficult airway management.

### Suggested supervision level

* refer to practical procedures grid for airway management supervision levels.

### Cross links with other domains and capabilities

* *Perioperative Medicine and Health Promotion*

### Examples of Evidence

* SLEs from experience such as ECT, radiology, interventional cardiology, interventional neuroradiology.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Perioperative Medicine and Health Promotion*

### Examples of Evidence

* SLEs from experience such as neurosurgery, cardiac surgery, trauma, general surgery.

#### Personal activities and reflections:

* courses and eLearning: relevant scientific meetings.

### Suggested supervision level

* 3 - supervisor on call from home for queries able to provide directions via phone or non-immediate attendance.

### Cross links with other domains and capabilities

* *Intensive Care*

### Examples of Evidence

* SLEs from experience such as neurosurgery, cardiac surgery, trauma, general surgery and obstetrics.

### Personal activities and reflections:

* courses and eLearning: blood transfusion, trauma management.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *General Anaesthesia*
* *Intensive Care*

### Examples of Evidence

* SLEs from experience such as neurosurgery.

#### Personal activities and reflections:

* neuro anaesthesia scientific meeting.

### Suggested supervision level

* 3 - supervisor on call from home for queries able to provide directions via phone or non-immediate attendance.

### Cross links with other domains and capabilities

* *General Anaesthesia*
* *Intensive Care*

### Examples of Evidence

* SLEs from experience such as cardiac surgery.

#### Personal activities and reflections:

* courses and eLearning: adult congenital heart disease.

### Suggested supervision level

* 3 - supervisor on call from home for queries able to provide directions via phone or non-immediate attendance.

### Cross links with other domains and capabilities

* *General Anaesthesia*
* *Intensive Care*

### Examples of Evidence

* SLEs from experience in obstetrics.

#### Personal activities and reflections:

* attendance at obstetric anaesthesia clinic.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Perioperative Medicine and Health Promotion*

### Examples of Evidence

* SLEs from experience in paediatric surgery

#### Personal activities and reflections:

* Courses and eLearning: scientific meeting paediatric anaesthesia.

### Suggested supervision level

* Children aged 1-3: supervision level 2b - Supervisor within hospital for queries, able to provide prompt direction/assistance.
* Children aged 3 and over: supervision level minimum 3 - Supervisor on call from home for queries able to provide directions via phone or non-immediate attendance.

### Cross links with other domains and capabilities

* *Perioperative Medicine and Health Promotion*

### Examples of Evidence

* SLEs.

#### Personal activities and reflections:

* Courses and eLearning: paediatric resuscitation.

### Suggested supervision level

* 3 - supervisor on call from home for queries able to provide directions via phone or non-immediate attendance.

### Cross links with other domains and capabilities

* *Team Working*
* *Resuscitation and Transfer*
* *Intensive Care*

# Regional Anaesthesia

### Examples of Evidence

* SLEs throughout stage of training in a range of surgical specialties .

#### Personal activities and reflections:

* courses and eLearning: regional anaesthesia.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Pain*

### Examples of Evidence

* SLEs throughout stage of training.

#### Personal activities and reflections:

* courses and eLearning: regional anaesthesia.

### Suggested supervision level

* refer to practical procedures grid for details

For procedures not listed:

* lumbar epidural: 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols)
* low thoracic epidural: 3 - supervisor on call from home for queries able to provide directions via phone or non-immediate attendance
* spinal: 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols)

### Cross links with other domains and capabilities

* *Safety and Quality Improvement*
* *Regional Anaesthesia*
* *Pain*

### Examples of Evidence

* SLEs throughout stage of training.

#### Personal activities and reflections:

* courses and eLearning: ultrasound, regional anaesthesia, management of chest wall trauma, including use of serratus anterior and erector spinae plane blocks.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Regional Anaesthesia*

### Examples of Evidence

* SLEs throughout stage of training.

### Personal activities and reflections:

* courses and eLearning: ultrasound, regional anaesthesia.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Regional Anaesthesia*

### Examples of Evidence

* SLEs throughout stage of training
* experience should include femoral nerve and fascia iliaca blocks.

#### Personal activities and reflections:

* courses and eLearning: ultrasound, regional anaesthesia

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Regional Anaesthesia*

### Examples of Evidence

* SLEs throughout stage of training.

#### Personal activities and reflections:

* courses and eLearning: ultrasound, regional anaesthesia.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Regional Anaesthesia*

# Resuscitation and Transfer

### Examples of Evidence

* SLEs throughout stage of training including out of hours experience.

#### Personal activities and reflections:

* courses and eLearning: trauma resuscitation, transfer, adult and paediatric resuscitation.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Intensive Care*

### Examples of Evidence

* SLEs throughout stage of training including out of hours experience.

#### Personal activities and reflections:

* courses and eLearning: resuscitation, human factors, breaking bad news.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Professional Behaviours and Communication*
* *Team Working*
* *Intensive Care*

### Examples of Evidence

* SLEs throughout stage of training including out of hours experience.

#### Personal activities and reflections:

* courses and eLearning: transfer.

### Suggested supervision level

* not applicable.

### Cross links with other domains and capabilities

* *Resuscitation and Transfer*
* *Intensive Care*

### Examples of Evidence

* SLEs throughout stage of training including out of hours experience.

#### Personal activities and reflections:

* courses and eLearning: trauma resuscitation, transfer.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Resuscitation and Transfer*
* *General Anaesthesia*
* *Intensive Care*

# Procedural Sedation

### Examples of Evidence

* SLEs throughout stage of training in appropriate cases eg ophthalmic surgery, trauma, dentistry, endoscopy, intensive care, cardioversion.

#### Personal activities and reflections:

* contribution to safe sedation training across hospital
* involvement with writing local guidelines relating to sedation.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Safety and Quality Improvement*
* *Perioperative Medicine and Health Promotion*
* *Intensive Care*

# Pain

### Examples of Evidence

* SLEs throughout stage of training across range of surgical specialties, acute pain ward rounds and from specialist pain clinics; for example:
	+ managing and planning analgesia for patients with chronic pain who present for surgery
	+ leading an inpatient acute pain round
	+ recognition of comorbidities and adjustment of pain medications accordingly
* paediatric pain experience: paediatric acute pain rounds, paediatric pain reviews in recovery

#### Personal activities and reflections:

* attendance at pain clinic, multidisciplinary pain meetings
* development of an individual pain management care plan in pre-operative assessment clinic.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Team Working*
* *Perioperative Medicine and Health Promotion*
* *General Anaesthesia*
* *Regional Anaesthesia*
* *Intensive Care*

### Examples of Evidence

* SLEs throughout stage of training across range of surgical specialties, acute pain ward rounds and from specialist pain clinics; for example:
	+ recognition of end-of-life care and adjustments to pain medication accordingly
	+ managing and planning analgesia for patients with acute on chronic pain
	+ assessing patients with chronic pain.

### Personal activities and reflections:

* experience of management of pain in the terminal care setting
* attendance at pain intervention lists

### Suggested supervision level

* not applicable.

### Cross links with other domains and capabilities

* *Team Working*
* *Perioperative Medicine and Health Promotion*
* *General Anaesthesia*

### Examples of Evidence

* SLEs throughout stage of training across range of surgical specialties, acute pain ward rounds, and from specialist pain clinics; for example:
	+ managing and planning analgesia for discharge.

#### Personal activities and reflections:

* identification and management of complications from patient-controlled analgesia, neuraxial techniques, and continuous regional techniques.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Perioperative Medicine and Health Promotion*
* *General anaesthesia*
* *Regional anaesthesia*

### Examples of Evidence

* SLEs throughout stage of training across range of surgical specialties, acute pain ward rounds, and from specialist pain clinics; for example:
	+ management of the intra-venous drug user who presents for surgery
	+ managing and planning analgesia for patients with chronic pain who present for surgery.

### Suggested supervision level

* 4 - should be able to manage independently with no supervisor involvement (although should inform consultant supervisor as appropriate to local protocols).

### Cross links with other domains and capabilities

* *Perioperative Medicine and Health Promotion*
* *General Anaesthesia*
* *Regional Anaesthesia*

# Intensive Care Medicine

##

## Examples of Evidence

### Experience & Logbook

* experience from theatre and on call work in intensive care.

### Supervised Learning Events (SLEs) can be used to demonstrate:

* initial assessment, stabilisation, and management of the critically ill patient including examples from obstetrics, multiple trauma, major surgical haemorrhage
* anaesthesia for ICU patients requiring surgical intervention such as surgical tracheostomy, laparotomy, trauma surgery
* emergency surgery in a critically ill patient requiring organ support
* management of patient for organ donation
* paediatric resuscitation and stabilisation
* transfer of critically ill patient to remote sites such as MRI scanner, catheter laboratory
* discussion with relatives following resuscitation.

### Personal Activities and Personal Reflections may include:

* completion of resuscitation courses
* simulation training
* attendance at scientific meetings with focus on intensive care medicine
* attendance at ICU follow up clinic.

### Cross links with other domains and capabilities

* *Professional Behaviours and Communication*
* *General Anaesthesia*
* *Resuscitation and Transfer*

# Stage 3 practical procedures (with supervision levels)

