The Building Excellence in Surgical Training (BEST) Course: an innovative approach to induction for new surgical residents

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Introduction

- 2 year ‘Core Training’ for surgical residents in various surgical specialties before application to higher (specialist) surgical training
- Often posted to new hospital/ part of country
- Surgical residents rotate through range of hospitals every 4/6/12 months
- Policy-driven induction by individual hospitals
- No training on HOW to approach residency
- **AIM: to design a regional induction course to**
  - make best use of training opportunities
  - enhance patient safety
  - create peer-trainer support networks
Methods

- 3 day course, ‘BEST’, comprising 3 components:
  - **Building Excellence in Surgical Trainee Portfolios**
    - learning needs assessment
    - work-based assessments
  - **Building Excellence in Surgical Teams**
    - simulation with focus on human factors + non-technical skills to improve patient safety
  - **Building Excellence in Surgical Technical Skills**
    - common procedures and practical skills

- All new Core Surgical Training residents in London Postgraduate School of Surgery invited
- Voluntary basis
- Held week before start of residency
- Taught by attending consultants + senior residents
- Data collection: feedback + self-assessment
### Results: overall

- **4 years, >300 residents**, various interests

<table>
<thead>
<tr>
<th>Course Component</th>
<th>% Residents Finding Component Useful (immediately)</th>
<th>% Residents Finding Component Useful (at 6 months)</th>
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</thead>
<tbody>
<tr>
<td><strong>BESTrainee portfolios</strong></td>
<td>100.00</td>
<td>90.48</td>
</tr>
<tr>
<td><strong>BESTeams</strong></td>
<td>96.91</td>
<td>80.95</td>
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<tr>
<td><strong>BESTechnical skills</strong></td>
<td>98.95</td>
<td>90.48</td>
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<tr>
<td>- instruments, incisions, knot tying, bowel anastomosis</td>
<td>95.79</td>
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<td>- lap skills + chest drains</td>
<td>95.70</td>
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<td>- DHS</td>
<td>89.25</td>
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<td>• 100% felt BEST had improved their confidence for starting training</td>
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<td>• 95.88% felt BEST helped them gain the confidence of their trainers</td>
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<td>• 100% would recommend BEST to future residents (95.24% at 6 months)</td>
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**Results: patient safety**

- Residents provided details of their own experience of patient safety incidents as well as completing Non-technical Skills for Surgeons (NOTSS)* self-assessment as part of BESTeams simulation component.

- **97.94%** residents felt course would improve patient safety during their training.

*NOTSS:

4 categories of non-technical skills, rated:

- 4 good
- 3 acceptable
- 2 marginal
- 1 poor

Speaking out: **76.29-98.97%**
Results: support network

- **100%** residents felt the Core Training programme cared about them
- **98%** residents wanted opportunity to be part of faculty on future courses
- **91.75%** residents approached faculty residents for advice during BEST
- **98.97%** residents felt BEST allowed them to get to know their peers

“Fabulous course. Best induction I’ve ever had. Feel equipped now to make the most of Core Surgical Training”

Resident, September 2017 BEST course
Conclusion

- Intensive but varied 3 day induction
- Provides framework of practical, professional and non-technical skills to take forward through surgical residency
- How to make best use of training opportunities + inspire confidence
- Places patient safety at heart of surgical training
- Sustainable course – residents as future faculty
- Supportive environment

Thank you

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