

Medical Management Programme



The aim of this programme is to support the management and leadership development of Medics who have taken up a Medical Management role or anticipate performing such a role in the future. The programme takes a flexible approach using online modules on MSTeams. Each two and a half hour module will be repeated quarterly on a published programme across the year to enable delegates to book sessions that suit. In order to optimise learning each module is restricted to twelve places. The programme is suitable for 18 hours of nonclinical CPD and a certificate will be issued on completion and feedback. The 7 modules to be completed are:

1. Medical Management Practice (Modules 1A, 1B & 1C)
2. Organisational Knowledge (Modules 2A, 2B & 2C)
3. Leadership Skills Development (Module 3)

1. Medical Management Practice		
Module 1A: Revalidation & Appraisal	Module 1B: Job Planning	Module 1C: HR policy application
Content summary: Appraisal and revalidation processes including the protocol for revalidation recommendation to the GMC, with reference to core GMC requirements for revalidation, supporting information, deferral criteria and non engagement.	Content summary: Job planning process including policy awareness, use of e-Job Plan, negotiating and mediation and access to further support.	Content summary: Application of policies specific to medics such as Conduct & Competency as well as general policies such as Attendance Management.
2. Organisational Knowledge		
Module 2A: Health & Social Care Governance and how NHSGGC 'works'.	Module 2B: Clinical Governance, Safety & Improvement	Module 2C: NHSGGC Performance
Content summary: Health & Social Care national landscape, Boards and HSCPs; NHSGGC board, governance committees and administration; NHSGGC organisational structure; Partnership Fora & Partnership Working.	Content summary: Clinical Governance and SCI Process; Safety and Datix System; Complaints Process	Content summary: Local Development Planning (LDP) process, Board financial planning and budget process, HEAT targets and standards.
3. Leadership Skills Development		
Module 3A: Leadership development and the skills to facilitate self and others through complex issues and change.	Module 3B: Leading on Equalities and Human Rights	
Content summary: Models of leadership; Development routes available and connecting to NHSGGC and national provision (Project Lift); NHSGGC culture development inc. Civility Saves Lives; Succession and career planning; Exploring further opportunities such as Coaching, Action Learning and Mentoring.	Content summary: This session unpacks the essential elements for delivering inequality sensitive person-centred care within the context of evolving equality legislation. It explores the barriers often experienced by protected characteristic groups when accessing services, and the steps we can all take to promote equity and meet our Public Sector Equality Duty.	