

Team Working Domain Guide

2021 Curriculum. Robert Jackson. October 2023.

Introduction:

The Team Working domain runs throughout training and requires sign-off at stages 1,2&3.

The requirements increase at each stage, with more emphasis on leadership and management of complex activities in the later stages.

Evidence to support the team working can come from both clinical and non-clinical activity.

Evidence could come from any of the following activities:

Clinical:

- Managing complex lists / cases
- Acute / Emergency cases and Emergency Situations
- Cardiac Arrests
- Supporting or training colleagues.

Non-Clinical:

- Teaching Activity
- Organising courses / events / conferences
- Supporting colleagues / debriefing
- Simulation activity
- Leadership roles, committees, trainee representation
- Quality improvement activity
- Risk management, incident investigation, mortality reviews.

This is not an exhaustive list.

Evidence can take the form of any of the Supervised Learning Events (SLEs) or certificates, reflections, activities etc.

At each stage the HALO must attached to:

- Multi Source Feedback (you should complete one of these every year).
- Multiple Trainer Report (MTR). **The domain will not be signed off without this.**

Additionally, any reflection on team working can be included, these can include any examples of team working that has gone well, as well as examples where the team working could have been better.

Any compliments, thank you letters, emails, GR8x etc. can also be included if they demonstrate evidence of team working.

In summary; this domain is not particularly prescriptive over what evidence is required as long as you cross reference it against the Learning Outcomes for each stage. For reference, I have included the HALO guide for each stage of training.

Stage 1.

Stage learning outcome

Works effectively as a member of a clinical team

Key capabilities

A	Actively participates and contributes to the work and success of a team
B	Demonstrates appropriate clinical leadership behaviour in the workplace
C	Demonstrates the importance of non-technical behaviour in the functioning of a successful team
D	Describes leadership responsibilities
E	Explains why effective leadership is central to safe and effective care
F	Provides, accepts and acts on constructive and appropriately framed feedback

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:

- ▶ evidence of good team working through reflection
- ▶ participation with teams in theatre (eg ALMAT)
- ▶ acting as a member of Medical Emergency Team
- ▶ management of the critically ill patient as part of the ICU team.

Personal Activities and Personal Reflections may include:

- ▶ completion of resuscitation courses
- ▶ simulation training
- ▶ multi-source feedback.

Stage 2.

Stage learning outcome

Demonstrates safe and effective followership and leadership in clinical teams

Key capabilities

A	Provides assistance and leadership to less experienced colleagues
B	Recognises their own leadership style and how it may impact on others
C	Analyses and reflects on decision making, and explains this to others
D	Promotes and effectively participates in multidisciplinary and inter-professional team working
E	Applies teamworking skills to effectively manage complex dynamic situations

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:

- ▶ supervision of more junior anaesthetists in training out of hours
- ▶ ability to lead resuscitation teams in the clinical setting
- ▶ leadership and management of theatre teams (ALMAT)
- ▶ decision making in clinical management of cases in theatre etc.

Personal Activities and Personal Reflections may include:

- ▶ completion of resuscitation courses
- ▶ simulation training
- ▶ being part of simulation course faculty
- ▶ reflection on constructive feedback given to colleague
- ▶ portfolio evidence of personal development plans and regular meetings with educational supervisors.

Other evidence

- ▶ Satisfactory MSF

Cross links with other domains and capabilities

- ▶ *Safety and Quality Improvement*
- ▶ *Resuscitation and Transfer*
- ▶ all specialty specific domains.

Stage 3.

Team Working

Stage learning outcome

Leads and participates in complex and diverse teams in all situations

Key capabilities

A	Demonstrates the skills to provide clinical leadership in a special interest area of anaesthetic practice
B	Leads the multidisciplinary team in the organisation of complex patient care
C	Engages with all members of the perioperative and theatre teams to work efficiently and effectively
D	Maintains high levels of individual and team situational awareness at all times
E	Seeks and shares information and anticipates future problems to maximise safe practice
F	Critically appraises performance of colleagues, peers and systems to promote best practice
G	Demonstrates appropriate leadership behaviour to nurture teams and promote engagement.
H	Promotes an open and transparent culture, acting as a role model in supporting colleagues and respecting differences of opinion
I	Adapts leadership behaviour to improve engagement and outcomes.
J	Delegates appropriately and effectively
K	Manages and reflects on challenging behaviours within the team and escalate concerns as appropriate
L	Describes contributions to a major incident response

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.