



This is an unauthorised & unofficial #FOAMED production by a catch-up delegate who has ploughed through the videos all the plenary sessions that are available on the HEIW website.

Obviously, these notes reflect the bits that I found new, interesting or relevant: if you want to watch the videos yourself, and you're reading this in the PDF, you can [find the sessions here](#). - @DrLindaDykes

CHRIS JONES

Deputy CMO, Welsh Government

Chris's talk - delivered with no supporting media - focused on how we spend money in the NHS (*"we are spending it too late... but it is doctors who decide when and how it is spent, for example by deciding when to refer patients..."*), how we can help make the money go further - and how we, as medics, are helping to fuel the social care crisis by failing to develop and/or use alternatives to hospitalisation.

"Hospitalisation is driving social care need"

He advocates for ambulatory pathways (*"without them, hospitalisation results"*) and their role in better value healthcare, and riled against defensive medicine - *"We do things to patients to protect ourselves"* which, he argued, is fundamentally immoral.

Chris then moved on to power & equality in our relationships with patients, so often hideously unequal, but we know that patients want to be empowered and take ownership of decisions, too. He highlighted how it is difficult for patients to hold any power as they are either frightened, or "not known as people".

Chris ended his talk by mentioning how group consultations are surprisingly popular with patients.

TOM LAWSON

Postgraduate Dean

"We are heading for a 20% shortfall of clinicians if we do not change what we do" [cheerful...]

Tom also referenced the difficulties posed by poor IT, and how we have not yet got IT support that saves us time, and signposted delegates to the Topol Review - which is from NHSE, not from Wales.

GILLIAN SMACHAN - Putting People at the Heart of Leadership

Head of Programme for Organisational & Leadership Development, NHS Scotland

- Listening to this talk, I couldn't help but think that in all four nations the NHS keeps having to bolt on and redesign "leadership training".
- Gillian talked about the development of NHS Scotland's far-ranging "Project Lift" for training both health & social care personnel, as NHS Scotland was struggling to deliver the recommendations of the Christie Report (2011).
- I admit to being somewhat cynical about the NHS's obsession with borrowing (and chopping & changing) methodology and "best practice" from industries that may have little in common with our own.
- Having said that, I quite liked "Myron's Maxims" (see box, right)... but having suffered as a result of appalling leadership [sic] from "NHS Leaders" - all of whom who can quote such sound-bites all day long - I wonder about the depth of expertise (and effectiveness) that such training schemes are able to achieve.

Myron's Maxims

- ❖ People own what they create
- ❖ Real change takes place in real work
- ❖ The people that work do the change
- ❖ Start anywhere but follow it everywhere
- ❖ Keep connecting the system to more of itself
- ❖ The process you use to get to the future is the future itself

AND THE REST...

Ami Jones of EMRTS talked about training high performance teams: there wasn't anything in her talk that was new to me, but those from outside EM circles and/or with no PHEM or military connections may be less familiar with the material so do have a watch for yourself.

Sarah Bell discussed the all-Wales Obstetric Bleeding Strategy, which has been effective (achieving a 30% reduction in Wales' use of red cells and massive reduction in FFP use) but constituted a complex problem: Sarah gave a shout-out to the "Decipher" centre.

I couldn't help but wonder what we have come to when it requires a national programme to even ensure every maternity unit has a suitable set of scales to help measure peri-partum blood loss...

Finally for this set of notes, **Steve Riley** (Dean of Medical Education), gave a shout out to interleaving & spacing techniques when planning teaching, and his template for a "Plan On A Page" - just four boxes headed Challenges (what's the problem?)/ Desires (Where do you want to be?)/ Opportunities/ Products (what's the vision?). There are many similar if you are interested.