

Enhancing Generalist Skills

What is Enhancing Generalist Skills?

Enhancing Generalist Skills (Enhance) is a professional development offer from NHS England available to all healthcare professionals. It was created in response to Health Education England's [Future Doctors Report](#) which highlighted the need for healthcare professionals to have more generalist skills. This need was further reinforced by the COVID-19 pandemic.

The enhance programme was created to improve generalist skills in UK healthcare workers. Generalism in this context means taking a holistic approach to the health and wellbeing of both individuals and entire populations.

The HEE Enhance website contains further information about the programme:

<https://www.hee.nhs.uk/our-work/enhancing-generalist-skills>

Why is it important?

Our current system risks fragmented and disjointed care. As well as being inconvenient for the patient, it also increases the chances of error, waste and duplication of care.

By improving generalist skills, Enhance will help healthcare professionals feel more confident at managing complex care across multiple overlapping physical and mental health services. It will equip clinicians to bridge organisational boundaries, work better in multiprofessional teams, and provide more person-centred care. Enhance also aims to give practitioners a greater understanding of social justice and the environment, and how these play a crucial role in practicing modern medicine.

How is the programme delivered?

There are two Enhance programmes, Enhance Enable and Enhance Explore:

- Enable- self directed learning using the Enhance workbook
- Explore- bespoke programmes which include protected time for generalist and community placement activities

Enhance is an outcomes-based programme. It allows individuals to work at their own pace and to use a variety of methods to fulfil the curriculum items. Its scope has been left deliberately broad to allow areas to align the programme with their local priorities.

The Enhance Enable workbook is available on NHS LearningHub (OpenAthens login needed): <https://learninghub.nhs.uk/catalogue/enhancinggeneralistskills?nodeId=5003>

What does the programme cover?

The six domains of Enhance are:

- ▶ Person-centred practice
- ▶ System working
- ▶ Complex multimorbidity
- ▶ Social justice and health equity
- ▶ Population health
- ▶ Environmental sustainability

The programme covers six domains in total. These are divided into four workbooks. Each domain has a small number of outcomes which informs the subjects that will be covered. Each domain can be delivered in a variety of ways, such as formal teaching, self-directed learning, quality improvement projects, and shadowing other professionals. They can also be evidenced using reflection on experiences in day-to-day clinical practice.

There are four 'cross cutting themes' which are present in all the domains. All work will touch upon these themes in some way.

The four cross-cutting themes are:

- ▶ Wellbeing
- ▶ Digital
- ▶ Leadership
- ▶ Transformative reflection

The Enhance handbook which outlines each domain and their outcomes can be found here: <https://www.hee.nhs.uk/our-work/enhancing-generalist-skills/enhance-learning-resources/handbook>

How is Enhance assessed?

A variety of evidence can be used for each module. These include teaching and training attendance, workplace-based learning events, and reflections on learning or clinical practice. Each workbook gives examples of possible activities learners can use.

Learners should complete the pre and post self- assessment matrix for each module to identify areas they would like to work on. They should then use the Reflection on Enhance Activities and Learning (REAL form) on Horus to reflect on specific activities they have undertaken. Once they have completed a module, they should fill in an Evidencing Engagement form (found on the learning hub) to summarise their work. This should also be uploaded to the ePortfolio.

These forms can then be discussed and signed off by the trainees educational supervisor or Enhance lead. Individuals that have shown engagement with each domain of the Enhance programme will receive a certificate of participation.

These pages show an example REAL form and explain the evidence needed for assessment: <https://learninghub.nhs.uk/Resource/36267/Item>
<https://learninghub.nhs.uk/catalogue/enhancinggeneralistskills?nodeId=5001>

What is being done nationally?

Enhance has been piloted by seven trailblazer sites across the UK. Each site has used a wide variety of tools, from virtual reality to sustainability field trips, to deliver the programme.

You can watch some videos about the work these sites have done here:
<https://www.youtube.com/playlist?list=PLrVQaAxyJE3fdPRXgGy2ZJ5zssEwCbUWg>

Where can I find out more?

The Enhance website has a variety of resources available.

Enhance website: <https://www.hee.nhs.uk/our-work/enhancing-generalist-skills>