

Colin Harrop – East of England

We would like to nominate this trainer who has worked at Northampton and Kettering General Hospitals since 2002 as a Consultant and subsequent to this trained as a SpR in the Trent Deanery. He has contributed to the training of many successful SpRs who have gone on to be successful Consultants. His overall approach to training is one of fairness, empowerment, progression of technical and clinical skills and pragmatism.

Leadership

- Chairman Head and Neck Cancer MDT Northamptonshire.
- Maxillofacial Surgery Representative on Northamptonshire Oral Health Network.

In these roles he demonstrates effective leadership by running meetings in a constructive and effective manner. He moves the MDT agenda forward at an appropriate pace and allows for considered discussion. Time is given for trainees to question and sometimes challenge suggested treatment plans and engage in an exchange of ideas. Trainee suggestions are never met with open criticism and encouragement is given to promote formulation of management of both simple and complex Head and Neck cancer patients. In his role as head and neck oncology MDT chairman, he maintained a successful collaboration between different surgical, medical and other members of the team. Understandably, this was not the easiest to achieve due to different backgrounds of team members, but he always manages to accomplish it with.

Resourcefulness

When faced with unexpected events, Mr Harrop has always been calm and innovative. His prompt assessment of such situations and usage of every available resource to manage them is an example to be followed by his trainees. His excellent communication skills with both clinical and non-clinical staff allow him to get the best out of his co-workers and he is never shy of showing gratitude for their help. Opportunistic teaching is an integral part of his clinical practice; every clinical encounter is used to its maximum for patients and trainees' benefit. He has been repeatedly praised by patients and trainees for his hard work and dedication even when faced with difficult and unexpected circumstances. One example is that without compromising patient care or affecting waiting time for appointments he managed to set time of his clinical practice formal work based assessments for his trainees. In theatre he is keen on giving the maximum training available with extra care towards nursing staff working hours. His trainees don't feel pressed for time when performing surgical procedures under supervision but this is not done on any other person expense. His subtle approach to management reassures his colleagues and is essential in giving confidence to his trainees.

Training and Development

- Approved Educational Supervisor for StR (Oxford Deanery).
- Clinical Supervisor for StR (East of England Deanery).
- Educational Supervisor for 2 Dental Foundation 2 posts (East Midlands Deanery).
- Clinical Supervisor for 5 Dental Foundation 2 posts (East Midlands Deanery).

As a Clinical Supervisor, Mr Harrop involves trainees to be engaged with every step of the clinical management of patients. He aims to actively involve them in his clinical decision making and demonstrate why he came to his conclusions about treatment. He challenges trainee's ideas and assumptions in a non-threatening and constructive environment. Encouragement is given to question accepted dogma and emphasises is given to the importance of learning in context. He readily accepts challenges to his decision making without prejudice, and open to suggestions of newer concepts.

On the technical aspects of training, he allows trainees to develop at their own pace and for the transfer of skills in a timely manner. He is supportive and demonstrates appropriate patience with the acquisition of new skills. Although sometimes rigid in a surgical approach, he is systematic with each new step and builds on existing basic skills to more complex procedures.

Time is given out of his clinical practice, on alternate months for a clinic to be set aside for formal work based assessments. This clinic is specifically arranged for patients to be seen by trainees and then Case Based Discussions or Mini-Cex assessments to be carried out after or during the consultation. This is an active learning environment and positive engagement of all trainees in clinical management discussions is promoted. Knowledge is tested and deficiencies highlighted to promote further learning.

As an Approved Educational Supervisor, he is extremely approachable and participates in the use of ISCP without prompting. He is a trained mentor (Egan model) and also facilitates at Egan model mentoring courses. He understands the need for pastoral care and life beyond work.

Professionalism

Mr Harrop has always demonstrated complete professionalism to his colleagues of all levels. He has never been seen to denigrate a colleague or openly criticise an action. He manages difficult situations and challenging behaviour appropriately and attempts to address all situations fairly. In occasions when he dealt with difficult encounters his professional and calm manner was key to resolving any issues and achieving an acceptable outcome for all parties.

Communication

There is no difficulty in open communication with Mr Harrop, he often uses humour in the teaching process and gives praise when deserved. He is an active listener and is clear with instructions when asked. He is able to communicate with all members of the team with ease and confidence, setting an example for trainees to follow. He is very good with his patients and gives them time to explain their concerns and answers their queries promptly and clearly.

Mr Harrop continues to provide supportive and constructive training for trainees of all levels and encourages attainment of professional goals. He welcomes the challenges that trainees provide and guides trainees to next appropriate stage of their training pathway.