**Trainer of the Year Nomination for Northern Deanery: Mike Nugent, Consultant, Sunderland Royal Hospital**

**Trainee Development**

Mr Nugent encourages trainees to have maximal operative involvement from the very start of their training, helping to maximise their surgical skills and confidence, while always providing an appropriate level of supervision. He is known for his cheery theatre motto “this isn’t a spectator sport!” Trainees have been known to jog between multiple theatres as he encourages them to exploit every training opportunity available.

He shows remarkable innovation in teaching techniques, from arranging microvascular anastomosis technique teaching sessions in the laboratory during his free time to liaising with an internationally renowned free flap surgeon to arrange for their teaching videos to be placed on the BAOMS website. He has developed and implemented the regional rolling teaching programme designed to cover the entire OMFS syllabus in preparation for the exit exam and these teaching sessions have been of an outstanding standard.

He encourages trainees of all levels to maintain a competitive edge in publications by suggesting topics to write up, providing guidance on submissions and involving trainees in his own submissions.

**Professionalism**

Mr Nugent shows remarkable compassion and empathy to patients who are often at their most vulnerable. He is universally liked and respected by his colleagues due to his enduring professional manner during even the most challenging theatre sessions and clinics. He is always willing to go the extra mile for his patients, for example the time he successfully performed a cross-neck saphenous vein graft for anastomosis in a vessel depleted neck.

**Leadership**

Mr Nugent has been the driving force in introducing new techniques to OMFS in our region including perforator flaps, microvascular couplers and CT mapping of perforators. He is keen to incorporate these methods into standard OMFS practice and has therefore made sure the trainees are heavily involved in these techniques. In the Head and Neck team he is respected for his progressive approach and enthusiasm for pushing forward the boundaries of what OMFS can offer.

**Communication**

Mr Nugent has a very approachable manner and is always accessible. He has a lovely way with patients and he helps them understand what can often be very complex and frightening surgery by explaining it in a simple and understandable way. His door is always open to juniors for queries and he explains things in such a way that trainees leave the room with a much clearer understanding of the subject (and possibly a biscuit).

**Resourcefulness**

Having designed and implemented the teaching programme for our region Mr Nugent ensures we have the most appropriate speakers, such as fellows and experts in subspecialties. As part of his role as QA lead for training he implemented a survey consisting of trainees’ own questions to ensure we are able to anonymously highlight specific areas of excellence or concern. His innovation knows no boundaries with the introduction of new techniques and ideas always at the forefront of his mind.

**Summary**

Mr Nugent’s enthusiasm for OMFS is contagious. Our trainees recognise that they are fortunate to have the opportunity to work with such a progressive clinician and that they are learning techniques at the very forefront of head and neck surgery. In addition to the clinical skills he helps us develop he provides a reassuring and inspiring presence for all who work with him. Mr Nugent has been a trainer for just over a year however we feel he is and will continue to be an extremely prominent force in the progression of OMFS training both in our region and beyond.