BAOMS Trainer of the year 2018 – Nomination from Yorkshire and Humber

**Mr John Russell**

Consultant Oral & Maxillofacial Surgeon & Clinical Lead, Leeds Teaching Hospitals NHS Trust

**Trainee development**- How do you assess a trainer’s worth? If it is by how competent the trainee becomes, if it is assessed by the confidence the trainee gains, and if it can be assessed by how the well trainee works in the multidisciplinary team set up, then Mr Russell’s worth as a trainer is priceless! He is always available for help and to lend support to any trainee. He has overseen the evolution of training in Leeds to a completely trainee centred programme. He has brought in a very structured and organised approach in Leeds, where trainees rotate through Trauma & Deformity, followed by Cleft & Craniofacial surgery, Salivary glands & Implants and then Oncology & reconstruction. Having been a Training programme director years ago, he still brings the same enthusiasm and objectivity as an educational supervisor. He actively encourages trainees to attend courses both in UK and abroad, such as the Bruges Orthognathic course and supports audit and research projects. When a trainee suggested a new technique of pterygomaxillary dysjunction learned at an overseas course, he was open to the idea and helped with the technique, having first ensured patient safety. This is, but one example of his receptiveness to new ideas and progressiveness. He is willing to learn even from a trainee and this speaks volumes of his approach to training.

**Professionalism**- Mr Russell is a consummate professional. He is always available to lend a helping hand at all hours, whether it is answering queries from on-call Dental core trainees, in order to allow the Registrar to concentrate on the surgery being performed or it is in the middle of the night to drain an abscess. His excellent rapport with the other consultants both in OMFS and other specialities is evident, and it is fair to say that all his colleagues hold him in the highest esteem.

**Leadership**-Being the clinical lead, Mr Russell has ensured that the OMFS department is one of the best performing departments. Outpatient clinics almost always finish on time and trainees lists .He is actively involved in every Clinical Governance meeting, supporting and encouraging every junior colleague in their audit and research projects and providing helpful suggestions. He resolves conflicts with tact and diplomacy, keeping all sides satisfied. It is no surprise that he will be the lead examiner in the forthcoming speciality examinations

**Communication**-Mr Russell has exemplary communications skills with trainees, fellow trainers and patients alike. He is very approachable, makes you feel at ease and treats you like a fellow colleague. He is able to explain complex concepts in simple terms and effortlessly facilitates the training of more junior trainees by senior trainees. His ability to combine serious teaching with humour is inspirational. One of the best examples of his communication skills is how at ease every member of the team is in the operating theatre. Even when faced with adversities, be it cancellation of beds, or a particularly complicated osteotomy, he is always balanced and in control. His immense experience means that these events are met with calm questioning and he encourages and assists trainees in finding logical, reasoned solutions.

**Resourcefulness**- With his inimitable personality and unique way, he has ensured that OMFS trainees have easy access and are in fact welcomed into multidisciplinary team meetings and theatre sessions from other allied specialities. He has ensured that OMFS trainees are a part of the Craniofacial MDT clinics and theatres. Currently, he is the driving force behind a move to using 3-D custom splints in Orthognathic surgery. At the trainee level, he has been instrumental in helping us run the Registrar rota smoothly. When a problem arose recently following introduction of the new contract and the supporting locum doctors pay was being downgraded, it was Mr Russell’s painstaking intervention on our behalf and discussion with senior management in the trust, that ensured the locum doctors could be retained and the Registrar rota be run safely and at full capacity.

**Summary -**We in the Yorkshire training programme feel privileged and lucky to have trained with Mr Russell. When the going gets tough, not one of us hesitate to turn to him for help. He is a shining light among his peers and we can think of no other who deserves this award more than Mr Russell, a true gentleman Surgeon.