

AMPLIFYING THE RESIDENT DOCTOR VOICE

Using Departmental Forums to Shape Medical Education and Training in Swansea Bay

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Background

Empowering trainees to shape their educational environment is essential for fostering a culture of responsive and inclusive medical training. In Swansea Bay, departmental forums were introduced to provide a structured, safe space for residents to raise concerns, share feedback, and co-create solutions with postgraduate and clinical leadership.

Summary of Work

01 >>

Between October 2024 and July 2025, forums were held across 8 specialties, including Surgery, Medicine, Emergency Medicine, Paediatrics, Psychiatry, Obstetrics and Gynaecology, Dermatology and Neonatology.

02 >>

Trainee feedback was thematically analysed, highlighting recurring issues such as rota unpredictability, limited access to simulation and theatre training, challenges with study leave, and inadequate rest facilities.

03 >>

Positive feedback also emerged, particularly around supportive consultants, departmental teaching, and induction processes.

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Results

The forums led to tangible changes: improved rota transparency, increased access to simulation equipment, enhanced rest spaces, and clearer communication around study leave and educational development time (EDT). Cross-departmental themes informed wider workforce planning and faculty development initiatives.



Discussion and Conclusion

Departmental forums have proven to be a powerful tool for surfacing trainee voice and driving meaningful change. They foster collaboration, accountability, and a shared commitment to improving the training experience. Embedding these forums into routine practice supports the development of trainers who are responsive, reflective, and aligned with the evolving needs of the next generation.

Take-Home Message

Listening to and acting on the resident voice is not just good practice - it's transformative for medical education.

