

# Bridging the Gap between Trainer and Trainee: Improving Surgical Training Through Collaborative Educational Design (Quality Improvement Project)

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## Background

12 Resident doctors in Trauma and Orthopaedics (T&O) at a large teaching hospital rotate through blocks of service provision and training. However, during trauma training blocks, access to theatre was limited due to ward demands, rota gaps and lack of protected training time. These barriers impact operative experience, impede career progression, contribute to burnout and compromise workforce retention

## Aim

To evaluate and improve surgical training opportunities for T&O resident doctors at a particular large teaching hospital.

## Methods

- An audit of operative logbooks from three resident doctors compared average monthly case numbers in their current T&O department versus previous surgical placements.
  - Findings were presented to clinical and educational leads at a departmental forum.
  - Based on resident-led recommendations, rota changes were implemented to provide protected theatre time for residents during their trauma training blocks.
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- A follow-up survey was distributed to assess changes in satisfaction. It included questions on a likert scale to assess satisfaction pre and post rota change.
  - Results were discussed at a second forum meeting.



## Conclusions

Resident-led rota changes led to a measurable improvement in training satisfaction. Sustained progress requires continued trainer engagement, ongoing evaluation of operative numbers and systemic support.

## Results

Figure 1: Comparison of average monthly operative numbers of three resident doctors in Trauma and Orthopaedics compared to previous surgical placements

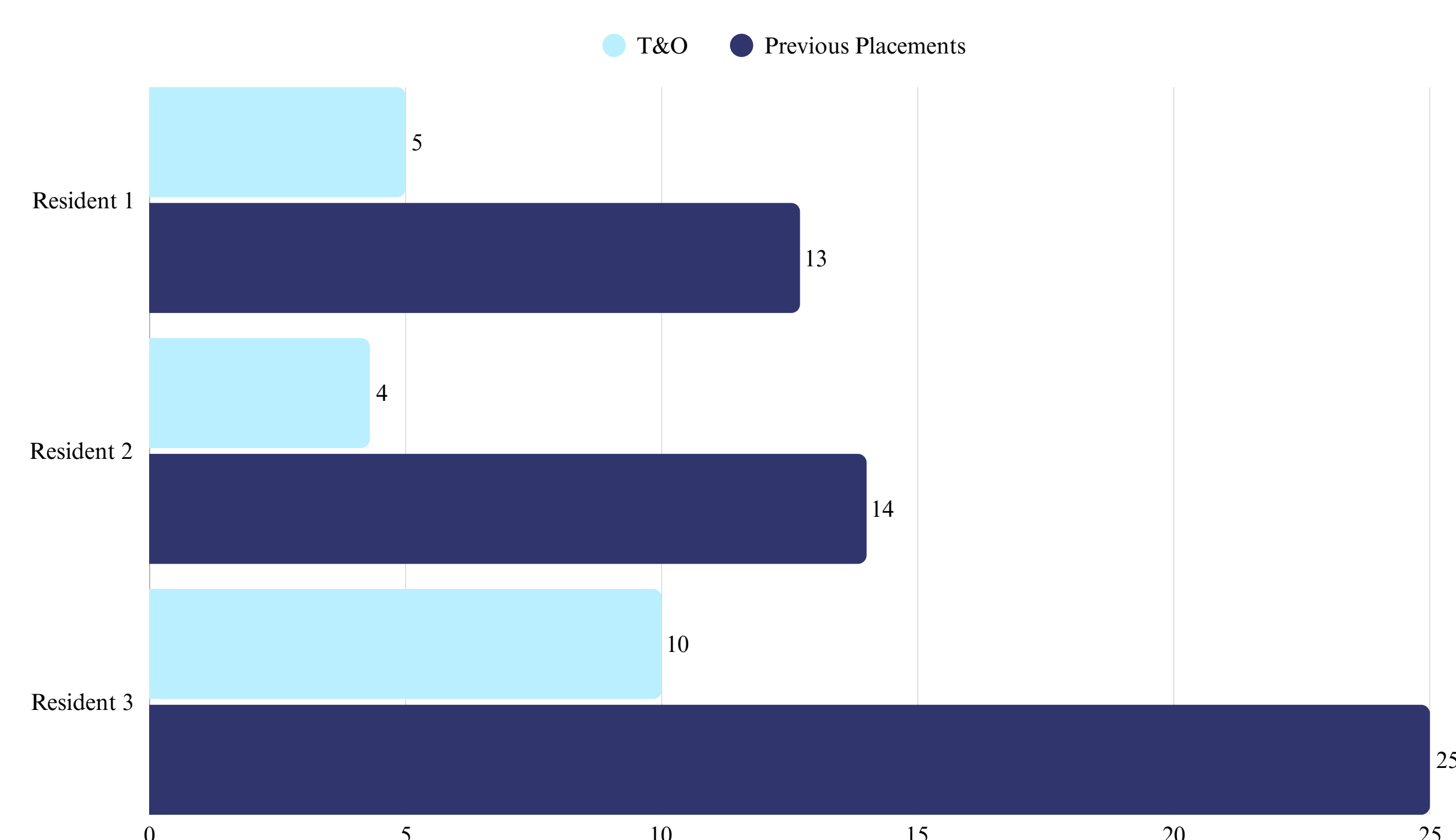


Figure 2: Resident satisfaction with surgical training opportunities before and after the rota changes

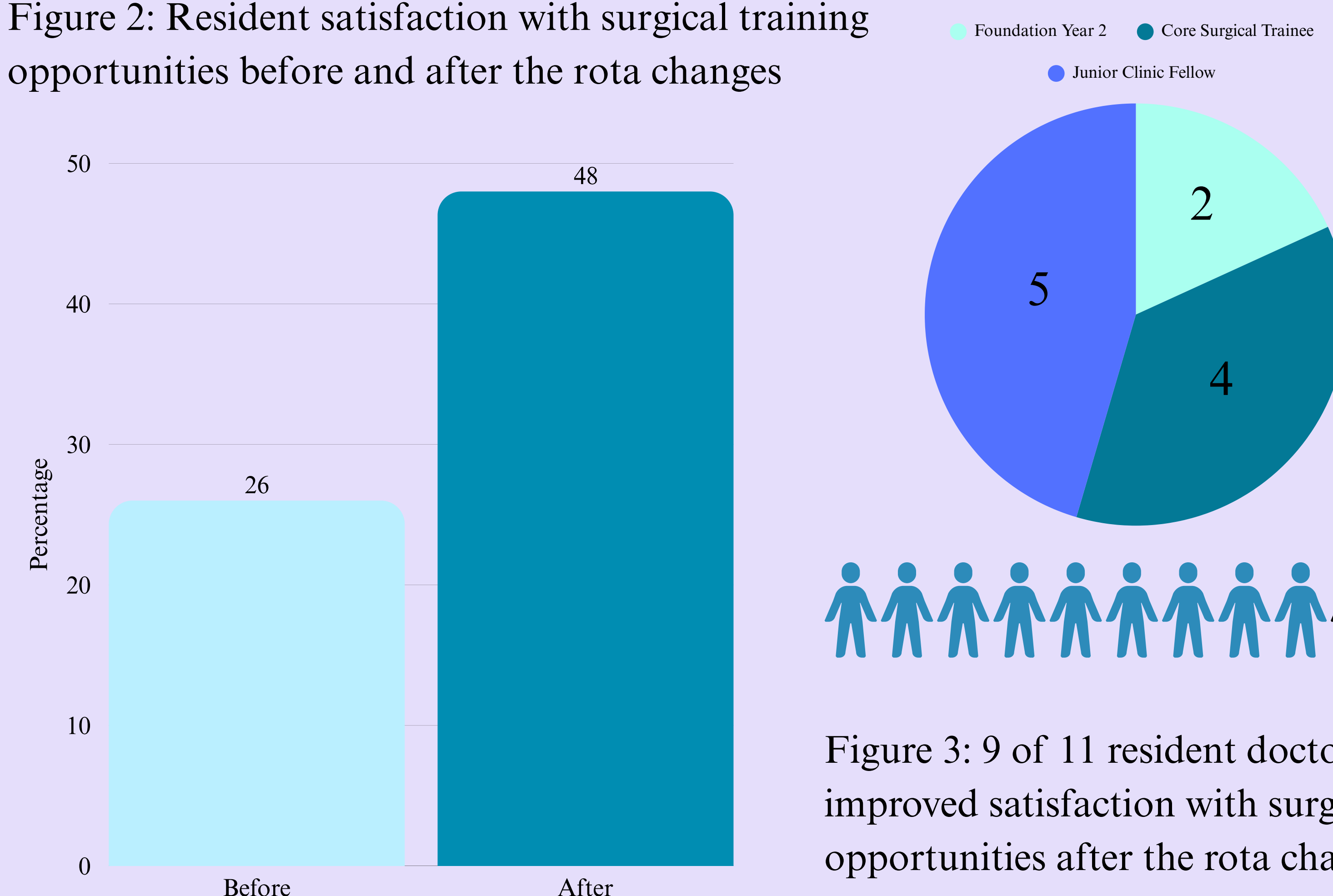


Figure 3: 9 of 11 resident doctors reported improved satisfaction with surgical trainee opportunities after the rota change

## Relevance

### Educating and developing trainers to inspire the next generation

This project demonstrates how engaged and responsive trainers can help shape higher quality educational environments through collaborative planning with resident doctors. Positive partnerships today create the trainers of tomorrow, as supportive trainee-trainer relationships foster a culture of learning that inspires future educators.