

Educational and Practical Information about 'The Lost Update' for Education Providers

The following is extracted from the application for RCGP Accreditation made in early March 2020.

About JoinedUpHealth Ltd and Dr Andrew Morrice (GMC 3433528)

I am a GP who has worked in the Bath and North East Somerset, and West Wiltshire area for over 22 years, including 18 years as a partner in a large teaching practice in Midsomer Norton. I used the "Human Givens" (HG) approach in my work as a General Practitioner from 2002. It became increasingly clear that this way of looking at how we use our innate resources to meet our needs in the world could help in areas beyond mental and emotional health, to understand how to tackle many other challenges in healthcare.

In 2013 I was asked to create a 1 day course exploring what the innate needs and resources model had to say about human health as a whole. This course drew on teaching I had developed with the Bristol Medical School, on my HG training and on 35 years' interest in how approaches other than drugs and surgery can help with a range of medical problems.

In 2018 Dr Morrice decided the time had come to spend more time developing this education work. He still works as an NHS GP but devotes most of his time to JoinedUpHealth, developing training, and running courses, as well as providing Human Givens therapy.

CV available on request at andrew.morrice@joineduphealth.net

Joined Up Health Ltd (**Company No 11307200** - Registered in England and Wales Registered Office: c/o Sandisson Easson & Co, Rex Buildings, Wilmslow, Cheshire SK9 1HY) was set up when I resigned from my partnership in 2018 as an organisational basis on which to develop some of the many possible projects I then had in mind.

Currently the company provides both my private psychological therapies activity (about 1 day/week) and also for all the teaching activity whether directly organised by Joined Up Health or on behalf of other organisations (Human Givens College, Human Givens Foundation, Wessex LMCs, University of Bristol and others). As I am currently the only person providing education through Joined Up Health Ltd, my CV may be a better place to assess my experience. I am hoping to recruit colleagues to help develop and deliver courses in the coming year.

The educational aims and objectives of the company are:

To help primary care practitioners and others 'bridge the gap' between their core training in biological and clinical sciences, and the newer understandings of human health normally described using terms such as 'lifestyle' 'resilience' 'biopsychosocial' 'functional' or 'integrative', by sharing a practical and easily communicated model, with minimum jargon, informed by basic research evidence.

In its first 18 months JoinedUpHealth provided 4 iterations of this Lost Update Course, 3 iterations of the 'The mind-body connection' and 1 iteration of 'Language Skills' for Human Givens College, 1 iteration of "Getting to Know your Limbic System" for University of Bristol Medical School, 8 iterations of a half-day course on depression "Depression? There is Hope", 2 iterations of a half-day seminar on Sleep and Fatigue, and 2 iterations of a whole day covering Anxiety and Depression.

Funding and Fees

JoinedUpHealth is entirely funded through fees for services provided.

Sponsorship inevitably disturbs the 'contract' between educator and learners, which should ideally simply be concerned with providing the best and most disinterested content, and not be influenced by commercial concerns.

We do however welcome subsidies for places on our courses when these are provided directly by Education Provider Organisations and other medical Membership organisations.

Fees for the Lost Update pre-Covid19 were **£280 – £300** depending on venue costs. for the 2 day course, refreshments, lunch and supper

The online version is charged at **£195** per place.

This figure was arrived at by making reasonable estimates of administration costs (including payments to self-employed administrative co-workers, website services) and venue costs (day delegate rates, plus supper on day 1) and also to pay for my delivery and development time at a rate of £600/day allowing 4 days per two day course at a 'lower target' of 18 – 20 delegates. Once about 18 - 20 delegates the extra funding will begin to provide payment to cover the 3 - 400 hours general reading and updating activities I have already undertaken, and planned writing projects.

RCGP Curriculum areas addressed:

A: Knowing yourself and relating to others

Fitness to Practice

Self-care, 'resilience', stress management and well-being

Communication and consultation

Especially: rapport, curious attitude, expectations and goals, unique patient context, consideration of psychological, social and community dimensions of health, active health promotion

B: Knowledge and Skills

Data Gathering

Especially knowledge of how diet, emotional factors, past experiences, physical activity and sleep impact on common presentations.

Management

New skills in helping patients relax. Biologically grounded understanding of social prescribing, patient centredness, Effectiveness and avoidance of waste – avoiding 'fad' advice.

C: Managing Long Term and Complex conditions

Indirectly addresses multiple domains under this heading

E: Caring for the Whole Person and the Wider Community

Promotes holistic mindset and community orientation

Life Stages

Points above applicable to all stages, but most especially young adults, adults and older patients.

Who is the course for?

General Practitioners and ST grades for General Practice

Practice Nurses and Nurse Practitioners with responsibility for chronic/complex disease

Other Community Based Health Professionals with responsibility for chronic/complex disease

Supporting Materials

delegates are provided with links to pdfs of key papers, recommended reading lists and websites. 3 hours of pre-recorded material support the 12 hours of Zoom-based teaching and interaction.

Citations etc

two documents are available on application

- 1) a database of references cited in or supporting specific slides and
- 2) a list of all references consulted or used in the creation of the material (substantially larger list!).

Course Outline

Before Day One (links will be shared about 1 week before the course)

Video 1. Innate emotional needs and resources and the fundamentals of the HG model (40 minutes)

Video 2. Your set-up for zoom ... (10 minutes)

Day One

Outline:

Orientation, Introductions

Reviewing the HG model,

Extending the HG model to include recent neuropsychology models, and Physical Needs,

Understanding Activity and Movement,

The Physiology of Emotion,

Chronic Stress - causes and effects, including the role of trauma

The Parasympathetic-Relaxation Response, practical tools to engender vagal tone

Oxytocin and our work,

Expectations and their Therapeutic Impact,

Getting our language and other cues on-side

Timings : Definite Start

09.00

Definite End

17.00

Breaks (as near as we can make them):

09.45 - 10.00, 10.45 - 11.00,

12.15 - 13.30

14.30 - 14.45, 15.45 - 16.00

After Day One (link sent at the end of the day)

Video 3. Sleep (40 minutes)

Before Day Two (links sent weekend before day day)

Video 4. A recap of Day One (10 minutes)

Video 5. 'Can we be rational about food?' (20 minutes)

a guide to the key emotional factors at play in our response to food.

Day Two

Outline

The microbiome.

Chronic Inflammation.

Cognitive and Language traps in Nutrition.

How much consensus is there on diet and health?

Diet and Diabetes - towards a better 'story'.

Does this innate needs/resources model work in Practice? - two 'examples'.

Depression, Inflammation and Sleep, and how to help.

Language Skills for Change.

Your Case/s.

Timings as for Day One.

After Day Two (links provided at the end of the course)

Video 6. A recap on the key language skills (40 minutes)

Video 7. How to use the resources (15 min)

Monthly thereafter:

1 hour evening drop in Zoom chat times to compare notes, and ask questions.

Proposed Arrangements for ‘The Lost Update’ for Education Providers

“The Lost Update” has in the past been provided in 2 ways:

- 1) **Entirely run by JoinedUpHealth (JUH)** - with support of local clinical networks to promote *We have so far only run courses in localities where we have the support of local GP networks and education providers in publicising, and perhaps actively promoting the course. We have done all the venue selection, liason, and booking work. Now the course is accredited by the RCGP we will probably organise some events directly.*
- 2) **Run by an Educator Provider Organisation (EPO)** - with a fee paid to JUH *For these the EPO pays a flat fee (£2,400) to JUH for the course to be provided for up to 28 of their members (reduced to 22 attendees and for online interactive webinar version). We advised and liased on venue, logistics and catering.*

and could be run under a third option:

- 3) **Run by JUH with subsidised places for members of an EPO, or other body subsidising training and education**

much of this document is dedicated to heartily recommending option 3!

Experience with Subsidies and Surcharges, and how and when colleagues attend.

To date EPO-run courses have been provided for their members at a discount on the normal price, with places for non-members being charged at a substantial amount more. This is very reasonable from the point of view of the EPO itself, but represents the potential for two opportunities to be lost. Experience to date shows that when places have been charged at the same rate there has been a trend for about 1/4 of the places to be taken by colleagues well beyond the intended geographic target area because date was the decisive factor rather than location. Whilst subsidies are helpful to build engagement and improve networking, surcharging cuts down opportunities for ‘members’ in other localities who couldn’t attend on the specific dates. It also places the locality organisation at a slightly higher risk of an undersubscribed event. In other words keeping some places open to colleagues from beyond a specific locality at the standard non-subsidised rate helps everyone and improves access to the course for all. If everyone reciprocates on this point then we are all in a better position.

Covid-19 and online learning

All of this remains relevant in the new world in which we will have to operate until we have a reliable treatment and/or vaccination for SARS-CoV-2.

Almost all features of the formal and interactive learning in The Lost Update can be provided via Zoom. The course will be run online with a cap on numbers at 22 instead of 28, to optimise the interactivity and allow each group of learners to take the discussions into areas that interest them specifically. Other changes include the use of pre-recorded segments (3 hours in all) which are accessed before and after each day. This is to compensate for the slower pace that Zoom entails, and the loss of the fluid movement between discussion and presentation that characterises the face-to-face course.

The net change in costs means the course can be offered for £195/person. (£90 less than for most venues used to date)

We will run events under option 1) , and will continue to keep option 2) available (but request that in this arrangement non-members are not charged above £195 for their place). The EPO has the option to keep most of the places for their members by having a ceiling on bookings from non-members. We would recommend 6 places for non-members in the first instance.

However, the new conditions mean that option 3) may be more relevant as life is liable to remain somewhat unpredictable for the next 12 months as fresh outbreaks of Covid-19 occur from time to time. Option 3) reduces the chances of an event having to be cancelled because it maintains flexibility and cross-booking, or changing dates attended. It also allows an EPO to 'buy into' a course or courses that are already scheduled.

Booking and Financial Arrangements for Option 3)

Given that it will become very complicated if we have different arrangements with each EPO we propose the following which keeps the transactions as simple as possible:

- 1) You decide how much subsidy you wish to give for each place.
- 2) Whilst non-members book and pay through the JUH website, your members contact you to get a discount code - this also means you will know which of your members have booked.
- 3) You then give them a discount code which they will use to obtain the subsidised rate when they book on www.joineduphealth.net
- 4) We will have a record of bookings using your discount code.
- 5) Once the event runs we will then send an invoice for the sum of (the number of your members booked) x (the agreed subsidy per place). Both you and JUH will hold a list of these bookings and this can be crosschecked before we invoice you.
- 6) It seems reasonable to assume some of your members will omit the step of getting the discount code and book through our site at the full price. When this comes to our attention we we undertake to reimburse them their subsidy having first verified (with their permission) that they are indeed eligible for the subsidy. We will claim their subsidy back from you within the invoice described in 5) or in a supplementary invoice if we aren't notified in time.

When do we move back to face-to-face learning?

The difficulty here - as you will be well aware - is that events with venues and catering need to be set up about 4 - 6 months in advance. We will not be planning any face-to-face events until a robust test-trace-isolate system is in place and evidently functioning properly, and/or there is evidence that local outbreaks can be managed effectively and/or until health-care professionals are all offered effective vaccination for Covid-19

It looks increasingly unlikely that any face-to-face meetings will be planned during '20 - 21 Season'