

David Pitts

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Personal notes:

Born in Oldbury, West Midlands lived in the Black Country until leaving for Manchester University in 1973 to study psychology. Sometime West Bromwich Albion supporter and speedway fan in the 60's and 70's. Addicted downhill skier, occasional guitar player. Married Shyamala a Malaysian OR nurse in 2002 (enjoyed it so much got married to her again in 2003). After 30 years in Manchester now living in Cupar, Fife with an Audi A4, Honda CRV, three apple trees and a surplus of rabbits.

Background:

After working as an Occupational Psychologist (rehabilitation, designing programmes for physically and psychiatrically disabled adults) I joined the National Council of YMCAs, founding and developing the (then) largest youth unemployment programme in the UK. Counselling young people, recruiting staff, and designing and implementing skills development for both adult staff and trainees formed the core of the project, alongside strategic business development.

In 1984 I joined Scripture Union, an international charity, as a Training Officer, designing and delivering courses for volunteers and professional staff in a wide range of skill areas (working with children, customer care, counselling teenagers, time management, staff appraisal, presentation skills, strategic planning...). All courses and programmes involved mixed ability groups (the office secretary alongside the CEO) and the use of interactive and experiential learning.

In 1992 I formed Creative Learning Associates, both as a vehicle for my own freelance work and as a way of joining together with other specialists to provide innovative and creative solutions to people-centred problems. Executive coaching programmes and surgical education projects became specialist areas with a client list ranging from large multinationals to smaller charities and voluntary groups. CLA continues but in 2003 as part of the move to Scotland I joined the Royal College of Surgeons of Edinburgh's team to take a lead on the development of leadership and non technical skills programmes and also formalised my involvement with Orthopaedics as the project coordinator of the Orthopaedic Curriculum & Assessment Programme, leading the curriculum development project and supporting the BOA's educational initiatives.

Present portfolio

Associate Director, Leadership & Educational Development Centre, RCSEd.

The centre works mainly in the area of non-technical skills, providing leadership and management courses, facilitating the CPD process through the development of an e-portfolio and managing a variety of projects with students, flexible trainees and international training the trainers on the agenda at present.

Project Co-ordinator, UK Orthopaedic Curriculum & Assessment Programme (OCAP).

The project has been working since 2002 to improve the quality of higher surgical training in orthopaedics. We have developed and implemented competence assessment tools and educational protocols which are now embedded in the higher surgical training curriculum for the U.K., shortly to become an online programme.

Education Advisor, British Orthopaedic Association.

Providing consultancy and guidance to the BOA on educational projects and developments.

Committees Past & Present

JCHST Working Party on Competence Assessment (1999 – 2002)
Directors of CPD group, Academy of Medical Royal Colleges (2003 – 2007)
Education Committee, British Orthopaedic Association (2002 – present)
Standards & Assessment revalidation group, AoMRC (2008 ongoing)
Patient Safety Board, RCSEd (2006 – present)
Recertification Implementation Group, RCSEd (2008 ongoing)

Publications

2008 (Pitts, Rowley) *Competence evaluation in orthopaedics – a “bottom up” approach*, Chapter in Flynn & Mitchell *Safer Surgery: Analysing Behaviour in the Operating Theatre*, awaiting publication

2008 (Pitts) *Assessment of Performance in Orthopaedic Surgery*, Der Chirurg, Germany, awaiting publication

2007 (Pitts, Rowley, Marx, Sher, Banks, Murray) *Specialist Training in Trauma and Orthopaedics – A Competency Based Curriculum 2007* www.ocap.org.uk/curriculum

2007 (Pitts) *Communication skills: Principles Practice and Politics* Surgeons News Edinburgh

2007 (Stewart, Pitts, Keoh) *Fact finding – on CPD* Surgeons News, Edinburgh

2006 (Pitts) *The New Assessment Tools* Surgeons' News, Edinburgh

2005 (Pitts, Rowley, Sher) *Assessment of performance in orthopaedic training* J. Bone and Joint Surgery (Br)

2004 (Pitts) *Surgeons R Us: Support for the Early years consultant* Surgeons News Edinburgh

2004 (Pitts) *Assessing Orthopaedic Competence “in the workplace”* British Orthopaedic News

2002 (Rowley Pitts Galasko) *Competence Working Party report to the JCHST*, JCHST London

1999 (Pitts & Rowley) *Helping Surgeons to Learn – Workbook and CD*
AO Foundation Switzerland

1997 (Oliver, Ross, Hollis, Pitts) *Impact of distance learning material on trauma surgeons*, Injury, UK

1996 (Pitts) *Making the most of a Trauma meeting* International Journal of Orthopaedic Trauma, UK
