



# ANAES ACP NEWSLETTER

AUGUST 2019

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## INTRODUCTION TO EDITORIAL TEAM

**I**ntroducing the Editorial Team: We want to introduce the people working hard to bring you these exciting updates on the ACP every quarter. Christine, Carol, Ha, Zhimin and Siow Yew Nam. Together we hunt for exciting news and inspiring stories across our ACP's landscape to keep you updated with the most important happenings and event announcements. This issue we focus on People Power: listen to how mentoring and collaboration is making a difference to students in research, and how people are the power engine in Quality Improvement from our IHI Glasgow sharing. We are also in the process of making the newsletter even more accessible and relevant and we appreciate your inputs and suggestions. Feel free to drop us a line or just stop us and share your amazing ideas to us! Watch this space!



Have an idea for the newsletter? Feel free to contact us at  
[anaes\\_acp@singhealth.com.sg](mailto:anaes_acp@singhealth.com.sg)

## WORDS FROM ACADEMIC CHAIR

Dear all,

**A**s part of renewal of leadership within the ACP, it is my pleasure to welcome Qian Jun, Jerry, Raymond, Choy Kuen, Huae Min, Michele, Agnes and Jolin, who have graciously accepted the leadership appointments within the ACP. It is heartening to see many who are willing to step up as we strive together in our Academic Medicine journey. I would also like to extend my gratitude to Eileen Lew, Suan Ling, Negar, Jinxi and Avinash, for their invaluable contributions since the formation of the ACP.

Heartiest congratulations to Darren and our Associate Program Directors (Evangeline, Farida, May, Sharon and Chou Liang) for being awarded the Best ACGME-I Residency Program and Most Improved ACGME-I Residency Program in SingHealth for 2019. To top it off, Darren has deservingly clinched the inaugural RiSE (Residency in SingHealth Excels) Best Program Director. These achievements definitely amplify our commitment and strength in education as we continue to train and nurture our next generation.

Congratulations are in order as well to Shin Yuet for obtaining the Certified Healthcare Simulation Educator qualification and Hairil, who was awarded the SGH Research Training Fellowship to embark on his PhD program in August 2019.

We are collaborating with our colleagues from Surgery and Musculoskeletal Sciences ACPs to organize the second run of the Surgical and Anaesthesia Congress 2019 which is from 19 - 21 September, with a focus on interprofessional collaboration. We will be running the

interprofessional simulation challenge (SIM Challenge) involving Surgical and Anaesthesia residents from other clusters and a basic echo workshop. The keynote speaker for the Anaesthesia track is Professor Ian Curran.

On the philanthropy front, the biennial SingHealth Duke-NUS gala dinner will be held on 14 September. The ACP has purchased 6 dinner tables through generous donations from Boon Leng, Li-Ming, Women's Anaesthesia and Paediatric Anaesthesia. We are also putting up 3 auction items donated by Kian Hian, Choon Looi and Xufeng. Funds raised through this dinner will be eligible for subsequent government matching and will be used to fund our academic initiatives.

Our ACP Annual Retreat will be on 5 October 2019 at the Capella. We are privileged to have Mr Tham Hsu Hsien from Allen and Gledhill to speak to us on confidentiality and informed consent. The theme for this year's retreat is 'Future Forward' and I would like to thank Prit, who has been working hard to put together an exciting program for the retreat. We look forward to a fruitful and productive day as we chart our future forward together.

Thank you.

**Adj A/Prof Ruban  
Poopalalingam**



# CONGRATULATIONS!

## RESEARCH



### ▪ DR HAIRIL RIZAL ABDULLAH

Awarded the **FY2019 SGH Research Training Fellowship**—PhD Clinical Sciences in Utilizing Machine Learning methods and Natural Language Processing on large real-world data for automated surgical complications prediction and detection



### ▪ MS MALKIT KAUR

Awarded the **Singhealth Nursing Award 2019**—Nursing Leader Category

## EDUCATION



### ▪ A/PROF DARREN KOH

Awarded the **2019 Inaugural Residency in SingHealth Excels (RiSE) Best Program Director Award**



### ▪ DR CHONG SHIN YUETT

Certified Healthcare Simulation Educator



### ▪ SINGHEALTH ANAESTHESIOLOGY RESIDENCY PROGRAM

Awarded the **2019 RiSE Most Improved ACGME-I Program Award** and **Best ACGME-I Program Award**



### ▪ DR MA WAI WAI ZAW

Completion of the **SingHealth Residency Leadership Program**

**Congratulations to the following who have graduated from the SingHealth Anaesthesiology Residency Program!**



**DR LEONG  
XIN FANG**



**DR LIM  
MING JIAN**



**DR LYDIA LI**



**DR JOCELYN  
TAN**



**DR LIN  
XUFENG**



**DR EDWIN  
LIM**



**DR ANGIE  
AU YONG**



**DR NG VON  
VEE**



**DR DINO  
KIRTHINANDA**

# A BIG THANK YOU!

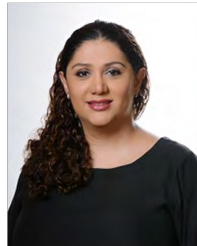
We want to thank the following who have contributed as appointment holders in the ACP:



**Eileen Lew**  
Deputy Vice  
Chair (Quality)



**Lim Suan Ling**  
Director, Medical  
Students Education



**Negar Asadi**  
Deputy Vice Chair  
(Education)



**Zheng Jinxi**  
Director, Clinical  
Quality &  
Services (CGH)



**Avinash Gobindam**  
Exco Member,  
SPRINT

## NEW APPOINTMENT HOLDERS

We welcome the following new ACP appointment holders:



**Tong Qian Jun**  
Deputy Vice Chair  
(Education)



**Jerry Tan**  
Director, Medical  
Students Education



**Raymond Goy**  
Director, Faculty  
Development



**Leong Choy Kuen**  
Director, Fellowship  
Programmes



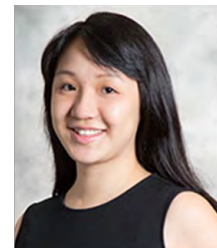
**Tham Huae Min**  
Exco Member,  
SPRINT



**Michele Lim**  
Director, Clinical Quality  
& Services  
(KKH- Women's Anaes)



**Agnes Huang**  
Director, Clinical  
Quality & Services  
(CGH)



**Jolin Wong**  
Director, Clinical Quality &  
Services (SGH Division –  
Surgical ICU)



# RESEARCH MENTORSHIP IN ANAESTHESIA

■ BY ADJ A/PROF SOPHIA CHEW

SENIOR CONSULTANT, SGH DEPARTMENT OF ANAESTHESIOLOGY

*Excerpt from Research in Anaesthesia – The PEGASUS Journey by Sophia Chew and Ti Lian Kah, published in May in The Asia Pacific Scholar. The full article is available [here](#).*

**W**e never quite know how a scientific journey pans out, or any journey for that matter. What started for us as a scientific quest to better understand local clinical data and practice in cardiac surgery is yielding answers of value locally and beyond. But the high hanging (and greater) fruit that is already coming of age is the formation of a growing community of younger researchers who not only share success with us in publication, but beyond this are actively expanding the research community through their own networks in research and mentorship.

We knew not all patients do well with the same therapy. We started with our own local data. It was aptly named the mythological flying “Perioperative Genomics and Safety Outcomes Study (PEGASUS)”. While pondering the research questions, we were tasked to mentor a first-year

medical student in research, our “index mentee”. This was the catalyst for our journey in research mentorship. She answered 2 research questions in her two publications. Her success was truly a shared success. Through word of mouth the research mentorship program expanded among the medical students. Our index mentee expanded her role; she turned student mentor. Through her, she helped other students to publish their first manuscript. With a growing base of students, we could simultaneously look at many other outcomes using the database. Concurrently publications have grown exponentially, shared and co-authored by these students, often as first authors. Our index mentee graduated from medical school, having already co-authored about 10 publications and also mentored other students in the program. Remarkably, as she starts her anaesthesiology residency, she has used her knowledge of AKI to conduct an AKI Quality Improvement project for cardiac surgical patients.



Dr Sophia Chew (right) and her mentee, Dr Roderica Ng (left).

We are privileged to have started with one mentee from which many others joined us on this incredible journey. We share below some of the lessons learnt:

## PLANNING THE RESEARCH

*A. Research Question and Literature Review:* In any research, be it a database research or randomised controlled trial, the most important task is to define the research question. Students are guided on framing and defining the question. After brainstorming, students will do a comprehensive literature review. They need to identify relevant information, extract the useful information, gauge its accuracy, assess the authority behind the information and then synthesise all the information with the aim of clearly articulating the research question.

*B. Introduction and Aim:* By the end of the literature review, the student should be able to articulate very clearly the research question and state the aim of the project. The student should also put on paper the introductory remarks and the aim of the project.

*C. Data Mining:* Data mining of relevant variables follow naturally from the aim of the project. The student is guided through the statistical analysis of de-identified data. This will typically take a few

months before the results are analysed and ready for presentation. At the end of this, the student will write up the methodology and results in the manuscript.

*D. Manuscript Writing:* This is the most challenging aspect and as mentors, we must resist the urge to take over the writing itself. Scientific writing is new to most students and they are guided line by line, paragraph by paragraph. This will typically take numerous revisions before it is completed and ready for presentation or publication. Mentees are not the only ones who have learnt, and we have too in understanding the ecosystem in creating and motivating a healthy team. We gladly share them with our mentees.

## TRANSPARENT COMMUNICATION IS A FUNDAMENTAL CORNERSTONE

Research mentorship is a dynamic and unpredictable process and the roadmap as outlined above must be clearly communicated with the mentee. Time is the most valuable commodity for both mentor and mentee and we both need to respect this. Spending quality time is paramount for the success of the project and maintaining continuous communication with a mentee allows for immediate accountability. Apart from face to face meetings, communication is easily aided with modern technology. Google Docs is an online platform that allows us to share a specific folder which we can both access. We can upload articles and the mentor can easily monitor the progress of the manuscript. Manuscript revisions are automatically saved with a revision history as backup. We do this at our convenience from any location and this obviates the need for printing articles or sending countless emails and attachments.

## WE NEED DISCRETE GOALS

Goal setting creates structure and purpose and all students in the program are expected to present an abstract at a meeting and have a publication. Mentors also act as coaches to fine-tune presentation skills of the mentees. Even department

skills and life skills need to be imparted to the mentees in planning for presentations at conferences.

We are proud of students who have won awards for their presentations but it is equally important to continue to motivate those who did not win.

## WE BUILD THE COMMUNITY, NOT OURSELVES

From one index mentee, the research mentorship program has grown over the years. Students with more research experience are paired with younger ones and learn to be student mentors. We also link them to the larger research community by exposing them to overseas conferences. This is always an eye opener where they can feel the adrenaline rush of the most current research and learn how to establish networks and contacts. As mentors, it is important to identify the strengths and weaknesses not only of our students but also address our own shortcomings. Thus, when we lack the answers, we use our resources and networks to seek appropriate help. In this way, we demonstrate the willingness to always upgrade our own skills and understanding. We emphasise to the students that medical practitioners cannot work in isolation but collaboration is increasingly the way forward to solve many of the issues in medicine. We always involve students when we meet other collaborators so that they can learn and be mentored by other practitioners. One notable collaboration is with the Renal Registry to look at midterm outcomes. This collaboration aptly demonstrates the need to seek cooperation and that anaesthesia as a discipline can contribute to better understanding of disease outcomes not only in the immediate perioperative period but beyond that of the hospital.

## ENSURE THAT REWARDS ARE EQUITABLE

One of the best ways to demonstrate the partnership between mentor and mentee is that of ensuring fair award of authorship credits. In most of the publications, mentees are given ownership and guided to their first publication. One of our mentees has remarked that: "It helps that medical students like me feel included in the research team. There is a sense that we're all equals". It is always an exhilarating experience for both mentors and mentees to see our work in print. This also empowers the mentee to do likewise for others in the research journey. In success, we build others up to

succeed and only through such collaboration is the program sustainable in the long term. Eventually, we look forward to seeing the students take on roles as mentors in research.

“

*“By nurturing young mentees to succeed, we also increase in professional standing and stature.*

*The Chinese wisdom succinctly epitomises this:*

*青出于蓝而胜于蓝,*

*i.e. to say, the vibrant and vivid green surpasses the original hue of indigo where it came from. The mentee can surpass the mentor; indeed he should, for this is the desire of the mentor!”*

”

## REALISE IT'S A JOURNEY, AND IT'S NEVER OVER

While mentoring benefits students in that they advance their research output, present at conferences, and develop research skills, it is equally rewarding to be mentors. Students keep us abreast of new knowledge and appraise us of new avenues for research and new ideas. As mentors, we must recognise that we are role models and students will realise very quickly if they are just free

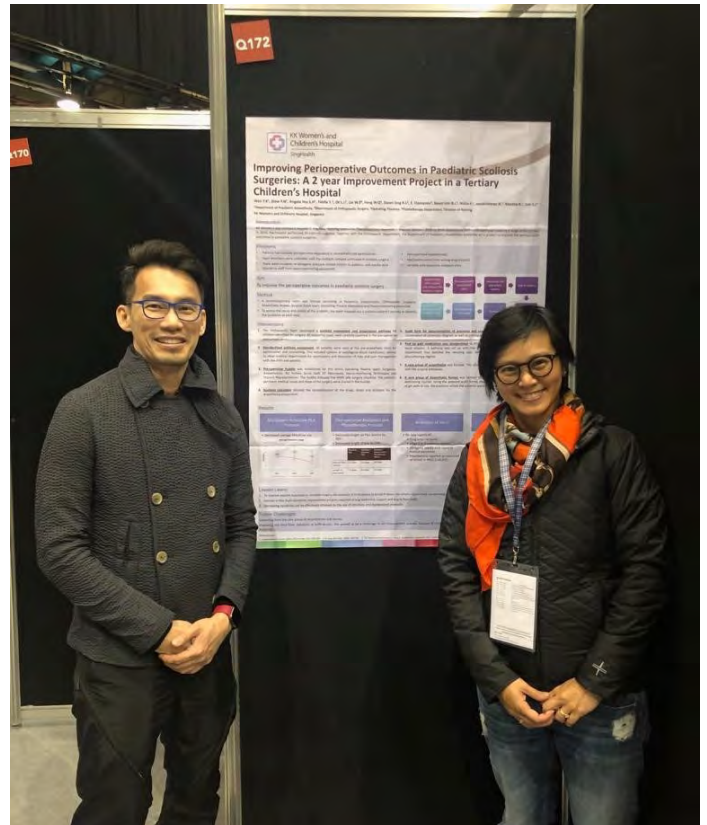
labour for our own gain. Over time they actually move from the place of apprentice to that of a friend. By nurturing young mentees to succeed, we also increase in professional standing and stature. The Chinese wisdom succinctly epitomises this: 青出于蓝而胜于蓝, i.e. to say, the vibrant and vivid green surpasses the original hue of indigo where it came from. The mentee can surpass the mentor; indeed he should, for this is the desire of the mentor!

# CONFERENCE SHARING FROM IHI INTERNATIONAL FORUM GLASGOW 2019

BY DR SHARON WAN

CONSULTANT

KKH DEPARTMENT OF PAEDIATRIC  
ANAESTHESIA



Dr Siow Yew Nam, Head & Senior Consultant, and Dr Sharon Wan, Consultant, KKH Department of Paediatric Anaesthesia at the 2019 International Forum on Quality & Safety in Healthcare, Glasgow, Scotland.

In March 2019, we attended the International Forum on Quality & Safety in Healthcare in Glasgow. This conference saw the largest audience to date, with over 3400 healthcare improvers gathered to connect and celebrate their achievements and vision for improving healthcare across the world.

Themed **People Make Change**, the conference opened in high energy with Scot Rock, a rock band with Scottish bagpipes, and a traditional bagpipe march in by Derek Feeley, President and CEO of IHI, USA and Jason Leitch, National Clinical Director of the Scottish Government dressed in Scottish quilt. It was truly inspiring as they opened the conference with stories of healthcare improvement projects around the world embodying the spirit that **People make... it happen.**

The team from KKH Department of Paediatric Anaesthesia presented our poster **on Improving Perioperative outcomes in Paediatric Scoliosis Surgeries.** With hundreds of posters categorized

*It was truly inspiring as they opened the conference with stories of healthcare improvement projects around the world embodying the spirit that **People make... it happen.***

in various themes, there were many stories to read and much to learn from all over the world.

From keynote lectures by quality improvement stalwarts Donald Berwick and Maureen Bisognano; touching personal stories from Amal Azzudin, a Human Rights and Equalities Officer with the Mental health foundation Scotland; a powerful speech by Henry Timms on **New Power, How power works in our Hyperconnected world**; to an inspiring project by Mel Young on the Homeless World Cup. Every emotion in the amygdala was engaged in this conference.

We returned with new ideas, renewed energy for old projects and a new strong conviction that **PEOPLE MAKE CHANGE!**





# PUSHING BOUNDARIES: A RECAP OF ACADEMIC DAY 2019

▪ **BY GO HUI XIN**

EXECUTIVE  
SINGHEALTH ANAESTHESIOLOGY  
RESIDENCY PROGRAM

The Anaesthesiology and Perioperative Sciences ACP Academic Day 2019 was held on Saturday, 29 June 2019 at the Grand Hyatt Singapore. This is an annual event to celebrate academic achievements, provide updates and developments in the key focus areas of the ACP. This year, the event theme was 'Pushing boundaries' and the chair of the event was Dr Shariq Ali Khan.

The event kickstarted with an interactive Combined Peer Review Learning facilitated by Dr Teo Li-Ming and Dr Patrick Wong, followed by a vibrant discussion session. The event also featured the three best oral presentations by Dr Lim Yean Chin in Clinical and Translational Research, Dr Lim Suan Ling (on behalf of Dr Sharon Wan) in Clinical Quality Improvement, Patient Safety and Innovations and Dr Raymond Goy in Medical Education.



*Guest Speaker Dr Lye (left) from NTUitive Pte Ltd and the session facilitator Dr Shariq Ali Khan*

After the morning break, the audience heard from Guest Speaker Dr Lye Whye Kei, Director (Future Healthcare) of NTUitive Pte Ltd. Dr Lye is the primary inventor of an acquired technology and has over 28 patents / patent applications. He is also a CEO and former CTO of several medtech companies. The audience learnt more about the local biotech start-up scene and had the opportunity to ask Dr Lye for his opinions in the medtech development process.

The dialogue session was followed by a presentation by Dr Leong Xin Fang on her recent study trip to Duke Anaesthesiology and the Accreditation Council for Graduate Medical Education (ACGME) Leadership Skills Training Program. Dr Leong is the first awardee of the Senior Resident Talent Development Award (SRTDA) which gave her the opportunity to attend a leadership course and a study trip to an overseas renowned academic medical centre.

The SingHealth Anaesthesiology Residency Program (SHARP) Induction Ceremony was held next. This year, we welcomed a total of 12 new residents to our

SHARP family. We also took the opportunity to congratulate the 13 residents who were promoted to Senior Residency.

We also gave out the Inspiring Teacher Award during the event. This award aims to recognize and acknowledge the efforts of our clinical teachers who have made a difference to medical training in Anaesthesia. Our heartiest congratulations to Dr Evangeline Lim and Dr Chong Shin Yuet – the awardees for the Inspiring Teacher Award 2019!

The event concluded with the prize presentation by our Academic Chair A/Prof Ruban Poopalalingam to the winners of the oral presentation.

We wish to thank Dr Shariq and his organizing committee, the scientific committee and all who attended and made the ANAES ACP Academic Day 2019 a success.

*The abstracts and posters of all the submission can be viewed [here](#) (intranet access is required).*



**First row:** Ke Yuhe, Victoria Tay, Christina Wong, Samantha Wong, Geraldine Leow

**Second row:** Dr Sharon Ong, Dr Evangeline Lim, Dr May Mok, A/Prof Darren Koh, Marianne Chee

**Third row:** Natesha Eusoof Angullia, Leong Yun Hao, Collin Ho

# ANAES ACP SENIOR RESIDENT TALENT DEVELOPMENT AWARD: AN INTERVIEW WITH DR LEONG XIN FANG

**About the award:** The ANAES ACP Senior Resident Talent Development Award provides an opportunity for a Senior Resident to attend a short leadership/management course and a short study trip to a renowned Academic Medical Centre overseas. It was launched in October 2018 and was made possible by the generous donations from our faculty and alumni. Through this award, we hope that the awardee will be able to learn processes from the Academic Medical Centre and return to share the observations with our ACP.



**Dr Leong Xing Fang shares her learning experience at Duke Anaesthesiology and ACGME Leadership Skills Training Program.**

**C**an you describe your learning experience at Duke Anaesthesiology and ACGME Leadership Skills Training Program?

**XF:** It was an enriching and eye-opening experience. I first spent a week of my study trip in Duke Anaesthesiology and then another 3 days at the Accreditation Council for Graduate Medical Education (ACGME) Leadership Skills Training Program.

At Duke, I had the opportunity to shadow the Chief Resident (CR) and learn about their roles and responsibilities. The CR is in charge of the day-to-day rostering of the residents. He/she has to select appropriate clinical cases for the residents to enhance their educational experience. This is in

addition to maintaining a high standard of clinical performance and research work. I have also learnt about the new Duke Anaesthesia faculty development program called the Academy for Building Leadership Excellence (ABLE) program. Speaking to both the coaches and scholars in the ABLE program helped me gain insight into the goals and challenges that they face in implementing such a program. The ACGME Leadership Skills Training Program is an important networking opportunity. I got to meet the Chief residents from all over the country and various residency programs. The workshop consists of engaging and interactive small group sessions that explored leadership concepts such as emotional intelligence, self-awareness, leadership styles and feedback.

**How is the Chief Resident role in the US different from here?**

**XF:** Unlike the SingHealth Anaesthesiology Program (SHARP) CR, the Duke CR has a well-defined role of day-to-day rostering, leave approval and new intern orientation. The SHARP CR role is more varied, ranging from educational program to rostering to organising social activities. The SHARP CR also has the help of the SHARP resident committee to facilitate all these activities.

**What is the greatest take-away from your trip?**

**XF:** My greatest take-away is the friendships that we have forged during this trip. I found that despite our differences in culture, healthcare system and training programs, we faced similar problems (e.g. giving effective feedback, resident wellness, etc.). The sharing of ideas and experiences of the CRs was invaluable and gave me new perspectives to approach difficulties and struggles that we face here.

**Would you encourage your juniors to apply for the Anaes ACP Senior Resident Talent Development Award and why?**

**XF:** I will definitely encourage all my juniors to apply! This award is a rare opportunity to interact and experience a different culture and healthcare system. It is also an excellent opportunity to bring back ideas and improve our healthcare system to benefit both patients and the healthcare profession.

## UPCOMING ACP EVENTS

17

AUG

### ANAES ACP Faculty Development Workshop: Using Coaching techniques to get better results from people

0800—1230

Singapore General Hospital, Academia, Level 2, White Space

*Workshop open to all ANAES ACP ACs and above, Nurses and Senior Residents in leadership positions*

Register via [intranet](#)

21

SEP

### Perioperative and Emergency Point of Care Ultrasound (POCUS) Workshop

1300—1800

Singapore General Hospital, Academia, Level 2, White Space

**Topics include:** Airway/lungs, eFAST/RUSH, IVC + UV + hemodynamics and many more.

Register via [internet](#)

21—22

SEP

### SingHealth Duke-NUS Surgical & Anaesthesia Congress 2019: Global Surgery, Global Partnerships

Singapore General Hospital, Academia

**Program highlights include:** SIM Challenge with participants from the other healthcare clusters.

Register via [internet](#)

5

OCT

### ANAES ACP Retreat 2019: Future Forward

0830—1600

Capella, Sentosa

**Program highlights include:** Medicolegal Talk, Breakout Sessions by ACP Pillars, Zentangle Social Session!

Register via [intranet](#) or [internet](#)

## UPCOMING ACP FACULTY DEVELOPMENT TALKS

Month	Date	Venue	Topic	Speaker
August	2 August (Fri) 7.30am	CGH	Human Learning: How we learn and consideration for training doctors	A/Prof Ian Yeo (SNEC)
	23 August (Fri) 7.15am	KKH		
	30 August (Fri) 7.15am	SGH		
September	4 Sept 2019 (Wed) 7.15am	KKH	Trekking on thin ice: what do recent research inform us of the fragility of competency assessments?	Dr Raymond Goy
	5 Sept 2019 (Thurs) 7.15am	SGH		
	10 Sept 2019 (Tues) 7.30am	CGH		
October	1 Oct 2019 (Tues) 7.15am	KKH	Managing the problem resident	Dr May Mok
	3 Oct 2019 (Thurs) 7.15am	SGH		
	15 Oct 2019 (Tues) 7.30am	CGH		
November	4 Nov 2019 (Mon) 7.30am	CGH	Hypothermia	Dr Lee Shu Ying
	6 Nov 2019 (Wed) 7.15am	KKH		
	7 Nov 2019 (Thurs) 7.15am	SGH		



**Missed the previous Faculty Development talks? [Click here](#) (Intranet) to view the presentation slides and videos.**