Individual Quality Improvement Fellowship 2018/19

**Aim of the Fellowship:** The Fellowship offers the opportunity to work on specific quality improvement projects in order to address priority areas for improvement and work at systems-level to address variability in quality of care, focussing on care pathways and service redesign. This Fellowship programme is suited to those early on in their Quality Improvement career; it is not an advanced programme.

Individuals appointed to this programme will complete their Fellowship in an organisation or system within the geographical area covered by Health Education England (Wessex) – Hampshire, IOW, Dorset and East Wiltshire (Salisbury). You will be required to identify senior clinical staff, with board level engagement, with whom you can work together on specific quality improvement projects which have been prioritised by employers and Health Education England (Wessex). Successful delivery of the project will need multi-professional engagement within the organisation.

**Who can apply:** Please see eligibility criteria below

**Does my area of work need to relate to a specific area:** Preference will be given to work which focuses on one or more of the following areas:

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<th>Care of people who are frail</th>
<th>Cancer Care</th>
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<td>Maternity, children and young people</td>
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<td>Urgent and Emergency Care</td>
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We ask that the proposed healthcare issue links with the strategic plan of each Fellow’s employer and that they have worked with an appropriate senior individual who will be able to provide support for the duration of the Fellowship whilst they implement their project.

**Financial Support:** 40% of the Fellow’s salary will be backfilled during their time on the programme to allow them to be released for two days a week to undertake this programme (this is for a full time employee). This is based on 40% of a WTE salary only (not on-costs). How this time will be taken in practice is to be decided between each Fellow and their employer.

**Application sign off:** All applicants are asked to obtain support from their line manager and someone who works at executive director level within their organisation. This is to ensure that applicants will be supported by their organisation if successful in being appointed to the programme. For doctors in training, applications also need to be signed off at Programme Director and Postgraduate Dean level and for those appointed onto the programme, appropriate out of programme requirements will need to be met.

**How to apply:** Please submit your completed application form to qualityimprovement.WX@hee.nhs.uk by 09.00 Tuesday 3 April 2018.

**Interviews:** Interviews will take place on Thursday 26 April 2018.

**Any queries:** Please contact qualityimprovement.WX@hee.nhs.uk
To be eligible to apply for one of these Fellowships you must meet the following requirements:

**Employment:**
- Currently employed by an organisation or network within the Health Education England (Wessex) area that is delivering NHS healthcare
- Have the support of your current line-manager to participate in the programme
- Fit into one of the categories below:
  - Doctors or Dentists:
    - in training – ST3 or above and subject to satisfactory progression in training to date or:
    - Consultant, Specialist or Associate Specialist or any other Trust employed Dr on a permanent contract
  - All others (both clinical and non-clinical roles) must be on an Agenda for Change Contract at Band 7 or above

**Professional Qualifications & Education**
- Have a Bachelor degree or equivalent
- Have evidence of participating in continual professional development
- If clinically qualified, have current registration to practice in England

**Experience**
- Previous experience of participating in Clinical Audit and/or Quality Improvement Projects
- Previous experience of working within a team

**Skills and expertise**
- Ability to work effectively in a team as well as autonomously, as appropriate
- Ability to meet deadlines and deliver under pressure
- Motivated to improve health care services and the ability to motivate others

**Knowledge and understanding**
- Knowledge of the complete audit cycle, including the elements relating to improvement.

**Proposed healthcare issue that you will look at via an improvement project**
- Evidence that your healthcare issue links with the Strategic plan of your employer or network
- Evidence that you have worked with an appropriate senior individual who will support you to implement this piece of work
- Please note that preference will be given to work which focuses on one or more of the following areas:

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Programme Duration: Individuals awarded this Fellowship will participate in a development programme which lasts for 12 months. The launch event for the programme will be Tuesday 18 September 2018.

Learning/Development Programme: The learning programme will include:

- Face to face learning (attendance is compulsory)
  - An Induction/launch event (scheduled for 18 September 2018)
  - Masterclass & education days (details TBC)
  - A Close event where each Fellow will present a poster of their work and learning
- On-line learning via the Edward Jenner leadership course

Fellows will need to identify a mentor and support will also be available via the School.

Unless otherwise stated, the face to face learning will take place at Health Education England (Wessex) offices at Southern House, Otterbourne.

Fellowship outputs: Each Fellow will be required to produce the following in relation to their project (templates will be provided):

- Learning contract with a suitable mentor
- Project plan
- Mid-Year report
- Reflective written report
- Poster; this will act as an archive of the work undertaken and will be presented at the Close Event
- Fellows will be encouraged to disseminate their work through publication and conference attendance.

Post Fellowship

All those who successfully complete the programme will become a member of the School’s QI alumni group. We also ask Fellows to act as mentors for the next cohort on the programme.

A number of Fellows successfully apply to have their work presented at conferences (locally, nationally and internationally). The School is keen to support this (finances dependent).