Individual Quality Improvement Fellowship Programme 2019/20

Further Information - Overview

**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.

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). Applicants will be required to identify senior clinical staff, with board level engagement, with whom they 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 require multi-professional engagement within the organisation.

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

**Does my area of work need to relate to a specific area:** Work will need to fall into one of the following areas *(highlighted in the NHS Long Term Plan)*

- Digitally Enabled Care
- Integrated Care (including Primary Care)
- Maternity, Children and Young People (including Mental Health)
- Public Health and Illness Prevention
- Urgent and Emergency Care
- Major Health Conditions (Adult Mental Health, Cancer, Cardiovascular, Diabetes, Stroke, and Respiratory)

The proposed healthcare issue put forward by applicants will need to demonstrate links with the strategic plan of their employer. Applicants will need to show they have worked with an appropriate senior individual as part of their application, one who will be able to provide support for the duration of the Fellowship whilst they implement their project if the applicant is successfully appointed to the programme.

**Financial Support:** Those appointed to the programme will have up to two-days of their salary backfilled during their time on the programme to allow them to be released to undertake this programme. This is based on salary only, not on-costs, which the employer will still need to cover. 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 appropriate out of programme requirements will need to be met if offered a place on the programme.

**How to apply:** Please submit your completed application form to qualityimprovement.WX@hee.nhs.uk by 09.00 on Monday 4 March 2019.

**Interviews:** Interviews will take place on 4 April 2019

**Any queries:** Please contact qualityimprovement.WX@hee.nhs.uk
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Further Information – Eligibility Criteria

To be eligible to apply for this Fellowship applicants must meet the following requirements:

Employment:
• Currently be employed by an organisation or network within the Health Education England (Wessex) area that is delivering NHS healthcare
• Have their current line-manager support 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 other applicants (both clinical and non-clinical roles)
• Agenda for Change contract at Band 7 or above at the time of the Fellowship start date

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
• This Fellowship is suited to those early on in their quality improvement career; it is not intended for those who have already completed a HEE Wessex QI Fellowship or who have a lot of experience in this field. Priority at shortlisting will be given to those who have not completed a HEE Wessex QI Fellowship programme or who do not have a lot of experience in this field.

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 Fellows will look at via an improvement project
• Evidence that the proposed healthcare issue links with the strategic plan of the applicant’s employer or network
• Evidence that applicants have worked with an appropriate senior individual to develop their application who will support to implement this piece of work
• Work will need to fall into one of the following areas (highlighted in the NHS Long Term Plan)
  - Digitally Enabled Care
  - Integrated Care (including primary care)
  - Maternity, Children and Young People (including Mental Health)
  - Public Health and Illness Prevention
  - Urgent and Emergency Care
  - Major Health Conditions (Adult Mental Health, Cancer, Cardiovascular, Diabetes, Stroke, and Respiratory)

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Further Information – The Fellowship Programme

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 on Thursday 19 September 2019.

Learning/Development Programme: Fellows will be required to undertake self directed learning to complement the education days whilst on the programme; it is not a formal, taught programme. It is expected that work will be completed at Master’s/Level 7, for example, when looking at autonomy and responsibility of actions: ‘Acts with initiative in decision-making and accessing support within professional or given guidelines, accepting full accountability for outcomes’.

The learning programme will include:
Face to face learning on at least a monthly basis; attendance is compulsory:
• An Induction/launch event on 19 September 2019
• Masterclass and education days
• A Close event where each Fellow will present a poster and deliver an oral presentation of their work and learning
On-line learning via the Edward Jenner leadership course

Fellows will need to identify a mentor to support them whilst on the programme. Support will also be available via the HEE Wessex School of Quality Improvement.

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 improvement work (templates will be provided):
• Learning contract with a suitable mentor
• Project plan
• Mid-Year report
• Reflective written report prior to completing the programme
• 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. Fellows will also 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).