Quality Improvement Fellowships 2016/17

Role outline

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Quality Improvement Fellowship</th>
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</thead>
<tbody>
<tr>
<td>Department</td>
<td>Health Education England, working across Wessex</td>
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<tr>
<td>Accountable to</td>
<td>Head of Wessex School of Quality Improvement</td>
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<tr>
<td>Band</td>
<td>Current salary</td>
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<tr>
<td>Contract</td>
<td>Fixed term part-time (40%) for 12 months</td>
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**SUMMARY:**

Individuals appointed to this programme will complete their Fellowship within an organisation or system within the geographical area covered by Health Education England (Wessex) – Hampshire, IOW, Dorset and East Wiltshire (Salisbury). You will be attached to senior clinical staff, with board level engagement and will work together on specific projects of quality improvement which have been prioritised by Health Education England (Wessex), and/or commissioners and/or Health Care Providers within the Wessex region.

Fellows will work with an agreed senior clinical lead on a quality improvement project, working at systems-level to improve the quality of care, focussing on care pathways and service redesign. Successful delivery of the project is likely to require multi-professional engagement within the organisation, including service users.

The educational element of the fellowship programme provided includes a monthly education day which will include learning sets which will include learning on: quality improvement methods; project management (planning, implementation, evaluation); and leadership development, using the NHS Leadership Academy Healthcare Leadership Model. The programme uses the principles of action learning, including participation in an action learning set in which participants to learn from each other. You will be introduced to the concepts of systems and how they are used within health care and also service commissioning. In addition, you will be encouraged to disseminate your work through publication and conference attendance. Project reports will also be required.

All post-holders will be expected to maintain a portfolio of learning throughout the Fellowship period and to participate in appraisal and revalidation events as usual.

**PROGRAMME:**

1. The programme will support up Fellows for a period of 12 months (40% part-time)
2. Quality Improvement projects will be carried out within the geography of Health Education England (Wessex).
3. Preference will be given to work which focuses on the health priorities listed below, under the heading ‘QI Project’.
4. Attendance at monthly education days is required, alongside the fellowship launch and close event.
5. Formal reports on the work undertaken as part of the programme will be required.
ELIGIBILITY CRITERIA:
To be eligible to apply for one of these Fellowships you must meet the following requirements:

Employment:
- Currently employed by an organisation within the Health Education England (Wessex) area
- 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 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 Qualification, Education
- Have a Bachelor degree
- 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
- Understanding of NHS policy/thinking in relation to Quality Improvement – locally and nationally

QI Project
- Evidence that your proposed project links with the Strategic plan of your employer. Please note that preference will be given to work which focuses on one or more of the following areas:
  - Care of people who are frail
  - Parity of esteem agenda for people with mental and physical health conditions
  - Transfers of care and handover
  - Maternity, children and young people
  - Patient involvement
  - Using IT to improve patient and staff experience
- You have worked with an appropriate senior individual who will support you to implement this project