ROLE OUTLINE

JOB TITLE: Quality Improvement Fellowships

DEPARTMENT: Health Education Wessex
Thames Valley Wessex Leadership Academy

ACCOUNTABLE TO: Head of Wessex School of Quality Improvement

BAND: Current salary

CONTRACT: Fixed term part-time (40%) for 12 months

SUMMARY:
Fellows will complete their Fellowship within an organisation or system within the geographical area covered by Health Education 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 Wessex, and/or commissioners and/or Health Care Providers within Wessex.

Fellows will work with the 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 programme provided includes a monthly learning set 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.

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 to 10 Fellows for a period of 12 months (40% part-time)
2. Quality Improvement projects will be carried out with the geography of Health Education Wessex.
3. All Quality Improvement projects must link with the Strategic Plan of a Health Care Provider or be one of the Wessex wide priorities (see details on the Application Form).
Eligibility Criteria
To be eligible to apply for one of these Fellowships you must meet the following:

Employment:
- Currently employed by an organisation within the Health Education 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 QI project links with the Strategic plan of your employer or with one of the Wessex wide priorities and you have worked with an appropriate senior individual who will support you to implement this project