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## BHNFT Fellow Job Description 2020

### **Job Title**

Fellow in Leadership and Management: Education, Quality Improvement and Innovation

Barnsley NHS Foundation Trust

12 months Fixed Term Opportunity

### **Purpose of the post**

This is a one year post in which the post holder will be seconded 100% WTE OOPE (out of programme experience) to Barnsley Hospital NHS Foundation Trust. The post holder will develop the organisational and management leadership skills necessary for future roles and responsibilities as they progress through their careers, with emphasis on the fields of education quality improvement and innovation. The post holder will develop their skills by leading specific projects across the trust, whilst being well supported. The post holder will have the opportunity to learn about QI methodology to a high level, and will be able to facilitate QI teams across the Trust as well as participate in the development of an exciting new QI Hub. They will also have the opportunity to explore and test innovative solutions in the field of Technology Enhanced Learning (TEL) to enable delivery of education and training across the trust, as we evolve post-Covid19. The post holder will be given the opportunity to use their vision and creativity to devise a new Education Strategy, and will be supporting in this, to ensure that we are meeting the learning needs of a 21<sup>st</sup> Century workforce regardless of the current restrictions due to Covid19.

In addition to this, the post holder will be expected to gain a post graduate certificate of their choice (must contain a leadership module). This is an ideal opportunity for a candidate who wishes to develop a special interest in clinical leadership and management, focusing on projects that improve knowledge and skills relating to quality improvement, innovation and education.

### **Post Aims and Objectives**

The Trust is committed to building Quality Improvement (QI) capability and ethos within the organisation, and is investing in the expansion of QI within the Patient Safety and Quality Improvement team. This is important now more than ever as we build on the momentum of rapid change and innovation that we saw in response to the Covid19 pandemic, and as the NHS faces new and evolving challenges across all sectors in relation to this.

The aim is for the post holder to develop their skills, knowledge and confidence in the fields of quality improvement and innovation.

- To complete the Improvement Academy Bronze and Silver QI training, and Human Factors training within 4 months, and Gold QI training within 8 months.

- To shadow one of our QI team in coaching a QI project within the first 1 month, increasing the level of involvement and facilitation over 12 months (potentially different projects), culminating in being the lead facilitator for a suitable QI project(s) when the post holder has grown in knowledge and confidence. The post holder can choose a suitable project from the quality improvement ideas generated within the organisation that aligns with our Covid19 Recovery Plan and Quality Goals, that fits with their area of interest and provides desired QI capability-building opportunities.

- Be involved in the development of a clinical education strategy to support transformation and collaboration across staff groups. The focus of this needs to consider how Technology Enhanced Learning will deliver improvement to the way we work. The postholder will be part of the development of this vision and will lead on specific aspects of this objective, using their own initiative and employing QI principles to its development.

- To use initiative and vision to help develop our new QI Hub, through a variety of opportunities including resource development, training, coaching, digital infrastructure development, forum events, networking and celebrating successes.

- To deliver elements of QI training within the organisation once the post holder feels proficient to do so; this will always be fully supported by a member of the QI team. We will welcome new innovative ideas in relation to developing our QI capability-building programme, and there is scope for the post holder to design and deliver a bespoke training package a team/staff group.

(Please note that due to the Covid19 pandemic the Improvement Academy courses are currently not running as previously scheduled, and we hope this will be resolved by August 2021. We are currently developing links with the QSIR training scheme from NHS England, and it may be the case that the successful post holder undertakes the QSIR Fundamentals course and QSIR Practitioner courses instead of the Improvement Academy training. Either way, we will ensure that adequate QI capability building options are available to the post holder.)

### **Project Opportunities**

Covid has pushed us to rethink the way we train and learn. We must harness new innovations to ensure a high standard of education is still delivered during current constraints, and that we invest in developing our workforce as per the NHS People Plan. The post holder will work with key stakeholders to create a vision for Education and Training (E&T) delivery in the trust to ensure continued education of our workforce. They will explore innovative TEL platforms, including SIM, Virtual Reality, blended learning, and will use QI principles where possible to test these potential solutions. They will develop shared training pathways to encourage multi-team learning activities and explore working with regional partners to develop sustainable learning packages that share resources and skills. They will develop a sustainable SIM strategy to meet the needs of staff within the organisation.

It is envisaged that the post holder will be involved with a number QI projects while in the post. The scope/ nature of this work is to be negotiated locally with the post holder.

There are a range of QI initiatives within the trust, and the nature of QI work means that new projects are proposed regularly from a wide range of departments; which would allow the post holder to choose projects that interest them and provide the desired QI learning opportunities. Two QI projects that will be on-going in August 2021 and give an example of work directly related to the aim of delivering a new service model for the 21<sup>st</sup> Century (NHS Long-term Plan, Chapter 1) are outlined below.

Same Day Emergency Care (SDEC) pathways: the trust is currently investing in building new same day emergency care facilities co-located next to the emergency department at the front door. Developing and testing ambulatory pathways across acute disciplines (including medicine, surgery and paediatrics) to improve SDEC for appropriate patients requires a QI approach to assess the current pathways and problems, to test new ways of working and measure progress. Learning will be shared across the SYB Urgent and Emergency Care ICS, and these pathways align with our local Covid19 recovery plan and national SDEC agendas.

Acute Therapy Pathways: to develop and test pathways that involve appropriate therapy assessments and management from the start of a patient's hospital stay, and that requires collaboration with most inpatient area and community therapy teams, and links to the Discharge to Assess initiative. These pathways will be pivotal in our local Covid19 recovery plan in terms of reducing length of stay to maintain patient safety and improve flow.

### **Leadership and Development Opportunities**

The post holder will be encouraged to contribute to the QI Oversight Group and Quality and Governance meetings, and will gain an understanding of where QI and innovation fit within the national agendas from NHSE and the CQC. They will be supported in evaluating how projects they are leading align with the trust's strategic aims and reflect core values.

The post holder will work with a range of our partners, including the Patient Experience team, Improvement Academy and AHSN, and gain exposure to system-wide improvement and innovation, potentially including work with stakeholders like primary care, CCG, social care and various SYB ICS networks.

The post holder will have regular progress meetings with their supervisor; and will have the option of 1:1 mentoring sessions with the Associate Medical Director. They will be supported in deciding and achieving their PDP, via SMART objectives for each element of their fellowship, and will be encouraged to identify development needs using the NHS Leadership Framework and the NHS Leadership Compact (from the NHS People Plan).

The trust will provide a number of other developmental opportunities:

- Shadowing the Executive Directors
- Attendance at board /strategic meetings
- Working with multi-professional teams
- Opportunity for time in different departments, such as finance, risk and assurance.

The post holder will have the opportunity to interact with their core speciality or allied profession, and the leadership of this specialty, and may choose to be involved in projects within those

departments if appropriate.

They will also have the opportunity to be involved with the educational activities of the trust – teaching and training, ARCP panels, medical education meetings.

The fellow will attend the HEYH leadership programme events including the quarterly meetings, HEYH annual leadership conference.

The fellow will attend regional and national events appropriate to the role.

The fellow will study for a postgraduate certificate of their choice – this must include a leadership module.

### **Clinical commitment**

There is no clinical commitment but the post holder may arrange on call work as they wish. Opportunities would be available across a range of specialties.

### **Duties and responsibilities**

1. Complete QI training courses
2. Facilitate QI projects within the trust
3. TEL and Education Strategy
4. Attend and contribute to relevant project meetings within the organisation
5. Liaise with and engage colleagues and stakeholders as appropriate
6. Provide written reports as projects progress including evaluation of risks and issues
7. Participate in all aspects of the fellowship scheme and its evaluation
8. Act as an ambassador for the fellowship scheme and promote leadership and management
9. Build a network of expert contacts with medical and NHS management.
10. Complete post graduate certificate

### **Provisional timetable**

Monday	Tuesday	Wednesday	Thursday	Friday
Education - TEL	QI project	Teaching / Education day	Management eg shadowing/strategic meetings; and/or project work	Study day / leadership fellow event

For further details please contact Louise Pemberton [louise.pemberton@nhs.net](mailto:louise.pemberton@nhs.net)