

# Northern Ireland Clinical Leadership Fellows Programme 2023 - 2024



Northern Ireland  
**mdta**  
Medical & Dental Training Agency

# Meet the Fellows!

The 2022-2023 cohort of Clinical Leadership Fellows were appointed following competitive interviews on 29 March 2022.

NIMDTA was delighted to formally induct the seventh cohort of ADEPT Clinical Leadership Fellows to commence the Clinical Leadership Programme on Thursday 4 August 2022.

The 2022-2023 cohort consists of ten doctors from the training programmes in School of Surgery (General Surgery; Urology; Trauma & Orthopaedics), School of Medicine (Geriatric Medicine; Clinical Oncology), General Practice, School of Paediatrics and School of Psychiatry (Child and Adolescent; Intellectual Disability).

The Fellows were placed in seven different host organisations (Belfast Health & Social Care Trust, Department of Health, Encompass, NIMDTA, Queen's University Belfast, South Eastern Health and Social Care Trust, and Southern Health and Social Care Trust) to work on leadership, service development and engagement projects under the supervision of senior leaders and managers.

During placement ADEPT Fellows attended formal leadership training including mentoring and coaching, and benefit from opportunities to network and learn from a range of healthcare colleagues.

Let's meet them! ...

#ValuedTrainees  
#ADEPTFellows



## Dr Sarah Berry ST4 Paediatrics

**Project:** Facilitating relocation of neonatal & maternity services into the new Maternity Hospital using Simulation

**Host Organisation:** Belfast Health & Social Care Trust

**Dr Sarah Berry entered ST4 in Paediatrics in August 2022.**

Sarah will be working in the Belfast Health & Social Care Trust with the Royal Jubilee Maternity Services to develop a multidisciplinary team (MDT) simulation programme in the Neonatal intensive Care Unit (NICU) to facilitate the relocation of neonatal and maternity services to the new Belfast Maternity Hospital.

Sarah will work alongside her supervisor Dr Stan Craig and Neonatal Nursing and Midwifery Education teams to ensure multi-professional care before, during and after relocation.

Through MDT collaborative simulation we aim to aid the understanding of each other's perspectives, improve the effectiveness of team working, increase staff motivation and morale. Overall, directly improving patient centred care. We have started by simulating a wide range of basic neonatal scenarios including; neonatal emergencies, preterm deliveries and thermal care, with a focus on teamwork, communication and human factors to improve MDT familiarity and comfort with simulation. Scenarios have been created to test the movement of ventilated and high dependency neonates, facilitate familiarisation of the new environments, test for unforeseen complications in the new hospital and ways to deliver optimal care to infants who remain in the old building.

Sarah will also have an opportunity to develop on-going projects and initiate new educational projects in paediatrics. Working in this apprenticeship model with senior leaders, will give Sarah the platform to develop collaborative and compassionate leadership skills which will aid her future career and patient care.



Belfast Health and  
Social Care Trust



## Dr James Irvine

### ST5 Geriatric Medicine

**Project:** Developing Simulation Training in Hyperacute Stroke

**Host Organisation:** South Eastern Health and Social Care Trust

**Dr James Irvine entered ST5 in Geriatric Medicine in August 2022.**

James will be working with Dr Mark Bowman, Stroke Physician, in the South Eastern Health and Social Care Trust to develop simulation-based education in the management of hyperacute stroke.

Emergency stroke assessments have been identified as a cause for anxiety amongst medical specialty trainees with many reporting inadequate training in this area. This can contribute to unsafe and inefficient care of patients. James will have the opportunity to develop an education programme for medical trainees using simulation, to improve their knowledge and confidence in the management of stroke, with the aim of improving door-to-needle times and outcomes for patients. James will adopt a multi-disciplinary approach in developing this programme. James will also use simulation to identify flaws in our existing stroke protocols to optimise the care we provide to patients. James will also collaborate with stroke medicine colleagues from across the region to lead in developing a regional simulation education model for our medical trainees.

James will also have the opportunity to lead in other quality improvement initiatives in the Ulster hospital, including co-chairing the hospital junior doctor committee.



South Eastern Health  
and Social Care Trust



## Dr Michael Breen ST2 in General Practice

**Project:** The Delivering Together Transformation Programme

**Host Organisation:** Department of Health NI

Dr Michael Breen is an ST2 in General Practice working at the Department of Health under the supervision of the Deputy Chief Medical Officer.

Michael is supporting on the Department's ongoing response to the COVID-19 pandemic and inquiry, as well as contributing to several other workstreams within the Department. These include the planning and introduction of pilot programmes such as the vague symptom pathway, implementation of NICE guidance in Northern Ireland, and preparing for an upcoming meeting of the four Chief Medical Officers from across the UK.

The ADEPT fellowship will afford Michael a unique opportunity to learn more about the organisation and structure of the wider healthcare system in Northern Ireland.

Michael believes the leadership training and experience in conjunction with FMLM, NIMDTA and HSC Leadership Centre will prove invaluable for his future career.



Department of  
**Health**

An Roinn Sláinte  
Máinnystrie O Poustie





## **Dr Ross Irvine**

### **ST6 Psychiatry (Child & Adolescent Psychiatry)**

**Project:** Further Development and Implementation of the VALUED Strategy

**Host Organisation:** NIMDTA

**Dr Ross Irvine entered ST6 in Child and Adolescent Psychiatry in August 2022.**

Ross will be working on further developing and implementing the VALUED strategy at NIMDTA.

Ross will primarily be working alongside Dr Sally-Anne Philips (Associate Dean for Placement Quality) and others on progressing the 'New to Northern Ireland' (N2NI) initiative, which aims to help improve the experience of doctors who are new to Northern Ireland, in particular International Medical Graduates. The initial phase of this project involves acting on survey findings regarding difficulties these doctors experience moving to Northern Ireland and embarking on their training with NIMDTA, with phase two looking at issues surrounding induction.

Ross will also be working across various other projects stemming from the VALUED project, including the Trainee Ambassadors scheme, and is working alongside Dr Ruth Eakin (Deputy Director of the Foundation School) to develop and progress the 'F1RST' F1 regional skills teaching initiative.



## Mr Martin King ST4 General Surgery

**Project:** Tomorrows Training Developed Today

**Host Organisation:** Southern Health and Social Care Trust

**Mr Martin King entered ST4 in General Surgery in August 2022.**

Martin will be working alongside the Deputy Medical Director of the Southern Trust, Dr Aisling Diamond, who is responsible for Medical Workforce and Education. Martin will also be working alongside Consultant General Surgeon, Mr Kevin McElvanna to assess the introduction of new technologies in surgical training. The organisation project titled, “Tomorrows Training Today” focuses on the use of a virtual platform to capture key surgical operations to build a virtual organisational library.

The Southern Trust is an organisation committed to the development and innovation of methods that aid delivery of high quality education.

As a General Surgery Registrar, Martin has a strong interest in digital technology and robotics. Access to theatre has been limited since the pandemic and that has had a knock-on effect in the ability to train the next generation of surgeons. The Chair of the Joint Committee on Surgical Training (JCST, Mr Jon Lund stated that “Technology enhanced surgical training should form part of the solution to these challenges”.

The Southern Trust project aligns with national recommendations from the Future of Surgery: Technology Enhanced Surgical Training report. Assessing the feasibility and implementation of this solution to improve surgical portfolios, progress tracking and feedback will be important for future work in this area. Martin will be taking a holistic approach with feedback from trainees, trainers, the peri-operative and managerial teams.



Southern Health  
and Social Care Trust



## **Mr Connor McCann**

### **ST6 Urology**

**Project:** Improving the Quality of Training Placements

**Host Organisation:** NIMDTA

**Mr Conor McCann entered ST6 in Urology in August 2022.**

Conor will work alongside Dr Sally-Anne Phillips (Associate Dean for Placement Quality) on his project “Improving the Quality of Training Placements”.

This work involves preparing, collecting, and analysing trainee surveys on placement quality indicators. Following this, the results are summarised and presented to various stakeholders regionally and at trust level to identify areas of good practice and areas for development. This year Conor will be focusing on the quality of Radiology training and Foundation year one training.

In addition to this, Conor is a member of the New2NI working group as part of the VALUED scheme to help improve the experience of doctors who are new to Northern Ireland.





## **Dr Michael McMahon**

### ST6 Clinical Oncology

**Project:** Transforming Undergraduate Education through C25

**Host Organisation:** Queen's University Belfast

**Dr Michael McMahon entered ST6 in Clinical Oncology in August 2022.**

Michael is working alongside Professor Neil Kennedy, Director of the Centre for Medical Education (CME) in Queen's University Belfast to contribute to the transformation of the undergraduate medical curriculum, helping to design and implement aspects of the new "C25" curriculum.

In particular, Michael is focusing on the development of an app called MyProgress which will replace students' ePortfolios and logbooks, aiming to put more focus on formative development and progression. Michael is working alongside a number of departments within QUB as well as liaising with the individual trusts. Michael is also leading on Case Based Learning within Year 3, a curricular theme developed by a previous ADEPT fellow Dr Amy Taylor.

The year will provide Michael with opportunities to lead, to develop teaching skills, and promote understanding of the workings of a university aiming to promote high quality medical care.





## **Mr Ryan Moffatt**

### **ST5 Trauma & Orthopaedics**

**Project:** Simulation Training

**Host Organisation:** NIMDTA

**Mr Ryan Moffatt entered ST5 in Trauma & Orthopaedics in February 2022.**

Ryan will be working alongside Dr Nicola Weatherup (NIMDTA Simulation Lead) in developing and enhancing access to simulation based education (SBE) for all hospital based specialty training programmes. Following on from recommendations in 2022 SBE Scoping Exercise, Ryan will establish the 1st Simulation Champions Committee comprised of trainee representatives from Hospital Based Specialty Schools to allow a trainee centred SBE curriculum tailored to the needs of trainees in each specialty. This will be done in close collaboration with Heads of School and Lead Educators throughout the region to ensure alignment between SBE projects and specialty curriculum.

Ryan will also be involved in the development of SBE within his parent specialty of Trauma & Orthopaedics – integrating scenario based training and utilising new enabling technologies (including augmented and virtual reality trainers) to augment and optimise all potential surgical training opportunities, as craft specialties in particular continue to recover from the effects of the COVID 19 Pandemic.

Ryan will have the opportunity to develop his leadership and management skills via involvement with multiple work streams and groups across a variety of specialties, forums and countries, supported by the FMLM curriculum and HSC Leadership Centre.



## **Dr Patrick Renshaw**

### **ST6 Psychiatry (of Intellectual Disability)**

**Project:** The Academy

**Host Organisation:** Southern Health and Social Care Trust

**Dr Patrick Renshaw entered ST6 Psychiatry of Intellectual Disability in August 2022.**

Patrick will be working as part of the 'Southern Trust Academy' alongside his project supervisor, Dr Aisling Diamond, Deputy Medical Director. The Academy is for International Medical Graduates (IMGs) who join the Southern Trust in non-training grade roles. The aim is to help new doctors integrate and settle into the NHS system.

Patrick is meeting doctors who have swapped Nepal for Newry and Pakistan for Portadown to understand the challenges faced by doctors moving to the Southern Trust. Work will go into developing social and professional induction for new doctors with the aim of easing this difficult transition and enabling them to thrive both inside and outside of work.

Patrick is working closely with local businesses, Medical HR, IMG ambassadors and his colleagues on the 'New to Northern Ireland (N2NI)' project at NIMDTA to develop systems and solutions to improve the experience of IMGs.



**Southern Health  
and Social Care Trust**



## **Dr Mary-Beth Toner**

### **ST5 Paediatrics**

**Project:** Encompass Programme

**Host Organisation:** Encompass

**Dr Mary-Beth Toner entered ST5 in Paediatrics in August 2022.**

Mary-Beth is working alongside the Encompass Team. Encompass, the Epic Systems implementation, is a long-awaited digital transformation project aiming for all citizens of Northern Ireland to have one digital healthcare record encompassing their inpatient, outpatient and social care information.

Encompass will see almost all processes for recording patient information move to the epic platform including clinical notes, prescriptions and observations charts. Patients will be empowered to have more ownership over their care through the introduction of a patient portal in which patients can interact with their healthcare team, access letters and results of investigations including bloods and imaging.

Mary-Beth's role will include raising awareness of this digital transformation amongst fellow trainee doctors. Mary-Beth will work with the encompass training team to consider how training in the system should be implemented for trainees and how encompass can work with universities to train healthcare students to be able to utilise the software for their clinical education whilst on placement in hospitals. Mary-Beth will also sit on content design groups in areas related to her interests and training specialty of Paediatrics.



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