



Northern Ireland Clinical Leadership Fellows Programme

Meet the ADEPT Clinical Leadership Fellows

NIMDTA in cooperation with partner host organisations in Northern Ireland has launched a Clinical Leadership Fellows' programme for the training year 2015-2016. This programme provides senior doctors in training with an opportunity to take time out of programme for 1 year to work in an apprenticeship model with senior leaders in host organisations in Northern Ireland to develop organisational and leadership skills.

Clinical Leadership Fellows are undertaking one or more specific projects in their host organisations under supervision, attending formal leadership training including mentoring and coaching, and are being provided with opportunities to network and learn with healthcare colleagues.

The first cohort of eight Clinical Leadership Fellows was appointed following very competitive interviews on Friday 17 April 2015 and commenced the programme on Wednesday 5 August 2015.

Dr Julia Courtney



Dr Julia Courtney commenced ST7 in Paediatrics in May 2015.

Julia had been working under the supervision of Dr Gavin Lavery with the HSC Safety Forum examining professional communication using direct observation, questionnaires, structured interviews and focus groups. Julie explored solutions from the literature for unreliable communication and had used Quality Improvement methodology to introduce, test and embed solutions in pilot areas in conjunction with the General Ward Collaborative.

Her work with the HSC Leadership centre focussed on completing two service reviews under the supervision of Mr Will Young. A review of supervised swallow and in-possession medication practices within the HM Prison Service in Northern Ireland for the South Eastern Trust were completed. A review commissioned by the Health and Social Care Board of the freestanding Midwifery led Maternity Units in Northern Ireland was also conducted. This work involved engaging key stakeholders and reviewing the broad themes of service provision, activity, safety, quality and outcomes, satisfaction, workforce and costs.

Dr Grainne Donaghy



Dr Grainne Donaghy was appointed as a ST4 in General Adult Psychiatry at the beginning of the programme.

Based in the Belfast Health and Social Care Trust under the supervision of Dr Claire Lundy, Grainne worked on expanding the resources available for quality improvement training within the Belfast Trust. She evaluated the current leadership and quality improvement training for specialty registrars (STEP - Specialty Trainees Engaged in leadership Programme) and explored how this could be further developed. She also focused on improving the culture of improvement, and engaged with trainees from a junior level up. Grainne was involved with piloting a new leadership and quality improvement training programme for foundation doctors which complements STEP, called First Steps to Leadership. Leading on from her involvement in the Safetember initiative, Grainne also worked as part of the team behind the development of the new Trust-wide multi-professional Quality Improvement Training Programme; Safety and Quality Belfast: Delivering Improvement. She had also worked in collaboration with a multi-professional team within the Trust in order to develop a Safety and Quality Strategy.

In conjunction with the Faculty of Medical Leadership and Management (FMLM) and fellow ADEPT trainees, Grainne explored the views of trainees within the UK on their experiences of involvement in quality improvement. This contributed to a national curriculum on quality improvement training, and data was reviewed to explore potential improvements within the Northern Ireland Deanery.

Ms Rachael Hutton



Dr Rachael Hutton completed ST4 in Urology in August 2014.

Rachael worked with the eHealth and Care Team and the Board Liaison Group, at the Health and Social Care Board in Northern Ireland. At eHealth, Rachael coordinated a group of Chief Clinical Information Officers and Trust IT leads examining digital patient records in Northern Ireland. She organised site visits to each Trust, critically appraising the longevity of digital care professional noting systems currently in use. By identifying medical records structures, varying workflow, and the need for patient centred, codified data, she outlined a regional specification for a unified care professional noting system for Northern Ireland.

Rachael was Project Lead on a regional quality improvement project aiming to standardise the Pre-Operative Assessment process. In collaboration with Pre-Operative Assessment Leads she hoped to find a single digital solution for Northern Ireland which improved patient safety and communication by providing accessible, more reliable information to the practitioner at the point of care.

Her work with the Board Liaison Group concentrated on engaging and empowering trainees to become involved in quality improvement. Within two months she had met with more than fifty trainees interested in the recruitment, training and retention of doctors to Northern Ireland. Her work was presented to the Regional Workforce Planning Group at the Department of Health and will inform a regional strategy planned by NIMDTA. Through involvement with the Faculty of Medical Leadership and Management and, in collaboration with fellow ADEPT trainees, she contributed to a national curriculum on quality improvement training through the Royal Colleges. She returned to ST5 Urology training in August 2016.

Dr Gareth Lewis

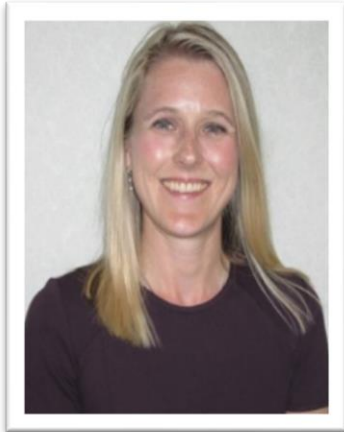


Dr Gareth Lewis completed ST6 in Nephrology in August 2015.

Gareth worked with the Regulation and Quality Improvement Authority (RQIA) to develop tools for use in their new Acute Hospital Inspection Programme. He completed a scoping exercise of Quality Improvement systems and processes in HSC bodies in Northern Ireland. He conducted reviews of the province's Renal services examining the current governance arrangements for professional regulation in Northern Ireland and exploring processes for learning from Serious Adverse Incidents.

His work with the GMC concentrated on engaging with senior clinicians, trainee doctors and medical students. He developed and piloted interactive multimedia for use in liaison outreach sessions designed to assist participants to frame their own ethical and professional practice in line with GMC guidance. He also worked collaboratively with groups from Queen's University along with other organisations to engage with local secondary and grammar schools.

Dr Laura McLaughlin



Dr Laura McLaughlin commenced ST7 training in Obstetrics and Gynaecology in August 2015.

Laura was based within the Department of Health under the supervision of the Deputy Chief Medical Officer, Dr Anne Kilgallen. Her main focus of work was responding to Sir Liam Donaldson's Recommendation Number 7. She developed the idea of an improvement 'faculty'/patient safety institute. As part of her initial work, she mapped out what the improvement structure within Northern Ireland looked like. She had used improvement methodology, such as LEAN, and

has collected data through focus groups, surveys and collaborative meetings with stakeholders. By the end of her fellowship she aimed to have helped formulate a definitive outline for an improvement 'hub/faculty' for Northern Ireland's health and social care improvement innovators.

Laura, along with two other ADEPT trainees and in association with the Faculty of Medical Leadership and Management (FMLM), explored the views of trainees within the UK on their experiences and involvement in improvement projects. This work involved developing a survey and disseminating it nationally, data collection via focus groups, involvement in webinars, report writing and liaising with multiple personnel right across the UK. The aim was that the information gathered by each region would assist in the development of a national curriculum on quality improvement training and, specifically for Northern Ireland, that the data collected here would help the local Deanery to develop/enhance improvement opportunities for trainee doctors. Laura also worked with the Regulation and Quality Improvement Authority (RQIA) on a report into the mid-point review of the Maternity Strategy. This work involved using structured interviews and focus groups, with questions assessing how far the objectives within the Strategy had been met to date. She had carried out site visits of all the Trusts and chairing engagement meetings with key stakeholder groups.

Dr Lauren Megahey



Dr Lauren Megahey had completed ST4 in Psychiatry of Old Age in August 2015.

Lauren was based in the Southern Health and Social Care Trust, under the Supervision of the Medical Director, Dr Richard Wright. She worked on a review of Mortality and Morbidity (M&M) meetings across all hospital specialties, by driving and project managing fifteen identified interventions. Lauren focused on strengthening clinical engagement by working with

front line staff and senior leaders to catalyse the desired culture transformation. Following discussions with the Department of Health, it was agreed that Lauren would develop regional guidance regarding M&M processes.

Lauren was also involved with a project reviewing Serious Adverse Incidents in the Southern Health and Social Care Trust, aiming to categorise root causes of incidents, identify themes and look at trends over time. It was hoped that information obtained would identify areas for learning and improvement within the Trust and possibly beyond.

Dr James Reid



Dr James Reid completed ST4 in Anaesthetics in August 2015.

James was based at NIMDTA working under the supervision of NIMDTA's Simulation Lead, Dr Mike Morrow and the Postgraduate Dean. As part of his role as Clinical Leadership Simulation Fellow he carried out a scoping exercise with the Trusts to establish the resources and faculty currently available across N.Ireland. He had met with the various Specialty Schools leadership teams to map simulation based education to the various curricula and identify potential gaps and priorities to take forward. This allowed the development of a NIMDTA strategy for simulation. He also facilitated the establishment of a simulation network to bring together those interested in and trained in simulation to share learning across HSC NI. This network was successfully launched at a simulation conference organised by James in 2016.

Dr Natalie Thompson



Dr Natalie Thompson entered ST4 in Paediatrics in August 2015. Natalie worked in the South Eastern Trust under the supervision of Dr Mugilan Anandarajan. She worked towards an improvement in the safety culture within paediatrics and neonatal medicine. She had led and designed a number of quality improvement initiatives including simulation training, standardising handover and virtual visitation. These projects have engaged staff and management in a move towards improved patient safety and experience. She had developed a teaching role with involvement in medical student teaching both

locally and regionally. She assumed a mentorship role to junior trainees and encouraged them to design and run quality improvement projects. She incorporated her projects into induction for junior trainees and taught at regional simulation training days. She also worked as part group developing a module for the iQuest programme, which is still ongoing. Natalie has also worked on expanding the projects to other areas within the Trust and regionally across Northern Ireland.

The **2016-2017** cohort of Clinical Leadership Fellows were appointed following competitive interviews on Thursday 10 March 2016 and commenced the programme on Wednesday 3 August 2016.

Dr Judy Curran



Dr Judy Curran commenced ST6 in Psychiatry of Learning Disability in August 2016.

Judy had worked under the supervision of Professor Ian Young in the Belfast HSC Trust, with the Medical Director, Deputy Medical Directors, HR colleagues and corporate communication colleagues to improve medical engagement within the Belfast Trust. Dr Curran was specifically involved in the development of a medical staff webpage, organising events and workshops, linking with key invited speakers and organising conferences. A component of the work involved the development of an

engagement strategy for trainees attached to the Belfast Trust.

Dr Rachel Doherty



Dr Rachel Doherty entered ST5 in Public Health Medicine in October 2016.

Rachel worked under the supervision of Professor Ian Young in the Belfast HSC Trust, with governance teams and Directorate clinical staff to review complaints and legal cases to identify learning that is transferable across services and Trusts. Dr Doherty attended meetings with the Ombudsman to understand the role of the Patient and Client Council. Rachel worked with Professor Young to identify themes and learning from

complaints and led on developing systems and learning events where these cases could be shared widely with clinical teams.

Dr Sara Lawson



Dr Sara Lawson entered ST6 in Paediatrics in August 2016

Sara worked at NIMDTA under the supervision of Dr Mike Morrow, NIMDTA Simulation Lead to support simulation and human factors-based training in NI. Sara worked as part of a Northern Ireland Simulation and Human Factors network to support those interested in simulation across HSCNI and engaged with individual specialties to identify areas of the

curriculum that would benefit from the introduction of simulation based teaching.

Sara also participated in a HSC Simulation Conference in October 2016, assisted with the development of a standardised NI-wide simulation faculty development programme and facilitated a strategic approach to simulation across NI.

Dr Danielle Leemon



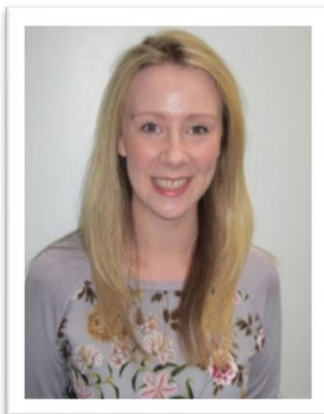
Dr Danielle Leemon entered ST6 in Paediatrics in August 2016.

Danielle worked at the South Eastern HSC Trust under the supervision of Dr Mugilan Anandarajan on quality improvements projects to improve the culture of safety in Paediatrics.

Danielle engaged with nursing and medical staff in ongoing training and delivery of SBAR communication tool, implemented and monitored safety briefings and SBAR handovers, and worked with patient groups and service users to improve patient experience in Paediatrics.

Danielle also reviewed clinical guidelines and protocols, and assessed the impact of changes following implementation. She was also actively involved in the review of incident reports and serious adverse incidents.

Dr Anna O’Kane



Dr Anna O’Kane entered ST3 in General Practice in August 2016.

Anna worked at the Health and Social Care Board (HSCB) and NIMDTA under the supervision of Dr Margaret O’Brien and Dr Claire Loughrey on supporting Quality Improvement training in Primary Care within NI.

Anna engaged with the Department of Health, HSCB, NIMDTA and the Improvement Network Northern Ireland, Primary Care teams and GP trainees to support and develop an increased focus on Quality Improvement (QI) within Primary Care in NI. This involved evaluating current QI activity recorded in GP appraisals for revalidation, participating in a Primary Care QI Workshop for those working in Primary Care, facilitating the development of a strategy for QI training within Primary Care in NI and assisting in the evaluation of a Quality Improvement training programme for GP trainees (EQUIP).

Dr Lyndsey Thompson



Dr Lyndsey Thompson entered ST5 in Paediatrics in August 2016.

Lyndsey worked jointly between RQIA and NIMDTA.

Under the supervision of Mr Hall Graham at RQIA, Lyndsey participated in inspections to individual hospitals as part of RQIA's Acute Hospital Inspection Programme, participating in RQIA reviews and GAIN projects including one on enhancing learning from Serious Adverse Incidents.

At NIMDTA, Lyndsey was supervised by Dr Camille Harron and worked on the 'What matters to you' project to promote effective communication, engagement and support for trainees, as part of NIMDTA's new VALUED strategy to welcome, attract, support and retain trainees in NI. Lyndsey facilitated more effective communication between NIMDTA and trainees and worked to improve trainees' awareness of NIMDTA's services and generic professional and leadership opportunities.

Dr Ruth Thornbury



Dr Ruth Thornbury entered ST6 in General Adult Psychiatry in August 2016.

Ruth was hosted by two organisations – the HSC Leadership Centre and the HSC Safety Forum.

At the HSC Leadership Centre, Ruth worked as part of the management and leadership development consultant team under the supervision of Mr Will Young. Ruth became familiar with service improvement methods, became aware of the Quality Improvement Strategy for NI and worked on service improvement and quality improvement projects for HSC Leadership Centre's clients.

At the HSC Safety Forum, Ruth worked under the supervision of Dr Gavin Lavery to improve medical communication with patients and their families. Ruth specifically developed a toolkit to aid medical staff communicating with patients and families, developed specific strategies and principles to facilitate discussions on palliative and end of life care and delivered a pilot course on these subjects to medical trainees.

Mr Matthew Tyson



Mr Matthew Tyson entered ST7 training in urology in August 2016.

Matthew was based in the Southern HSC Trust under the supervision of Dr Richard Wright to establish and developed a satellite Urology service in Daisy Hill Hospital.

This work involved clinical and managerial engagement, the development of pathways for suitable elective patients, developing pathways, guidance and information on urological procedures for emergency patients, release in-patient theatre time at Craigavon Area Hospital and produce a model for setting up a satellite service.

Matthew will be expected to share the learning and outcomes from this project with other specialties and Trusts in NI.

The **2017-2018** cohort of Clinical Leadership Fellows were appointed following competitive interviews on Thursday 14 March 2017 and commenced the programme on Wednesday 2 August 2017.

Dr Aidan O'Neill



Dr Aidan O'Neill entered ST7 in General Internal Medicine/Rheumatology in August 2017. Aidan is working at the Western HSC under the supervision of Dr Neil Corrigan and Dr Sandra McNeill.

Within this role, Aidan has been working to explore undergraduate and postgraduate attitudes to 'extra-value' training opportunities, environment, engagement and their impact on career decisions. The clinical fellow post involves engaging students and trainees in sharing their experiences and learning, and working with trainee fellows to further enhance their roles and impact. Aidan has had the opportunity to be actively involved in developing a Quality Improvement approach to improve a culture of medical student and trainee engagement and sense of value. Aidan has also had the opportunity to develop recommendations and solutions to address issues identified in engagement with trainees and trainers.

Dr Anne-Marie McClean



Dr Anne-Marie McClean commenced ST5 in Paediatrics in August 2017. Anne-Marie worked under the supervision of Dr Mugilan Anandarajan (Consultant Paediatrician) in the South Eastern HSC Trust (SEHSCT) and led Quality Improvement projects to improve the culture of safety and the quality of care given to paediatric and neonatal patients. Anne-Marie led a paediatric obesity awareness project in the SEHSCT to improve recognition of overweight/obese patients. This project explored staff barriers to addressing obesity with families and parental views. This QI project was completed as part of the SEHSCT Safety, Quality and experience (SQE) programme. Anne-Marie is working with the SEHSCT Health Improvement Team and families to coproduce a 12 week family intervention programme for overweight/obese children. Anne-Marie has designed and will lead a childhood obesity awareness day open to paediatric doctors and general practitioners in conjunction with the Public Health Agency. This awareness day will include a research study into the effectiveness of teaching doctors motivational interviewing techniques. Anne-Marie acted as a mentor in the NIMDTA foundation mentoring programme and became a Faculty of Medical Leadership and Management (FMLM) trainee steering group representative for Northern Ireland. Anne-Marie was selected for the Queen's University Belfast (QUB) Global Leadership Programme in the USA 2018.

Dr Cathy Donaghy



Dr Cathy Donaghy entered ST6 in GIM/Rheumatology in August 2017.

Cathy has been working at the Belfast HSC Trust under the supervision of Professor Ian Young on 'a joined up approach to learning'. Cathy has been focusing on bringing together learning from adverse incidents, complaints and morbidity /mortality meetings and ensuring adequate dissemination of this.

Cathy has also had the opportunity to negotiate with consultants, trainees and senior executives in relation to developing learning strategies. Further to this, Cathy has had the opportunity to influence the senior management team within the Medical Director's office in relation to different approaches and advise the Senior Management Team on strategies for identification and dissemination of learning.

Dr Christopher Allen



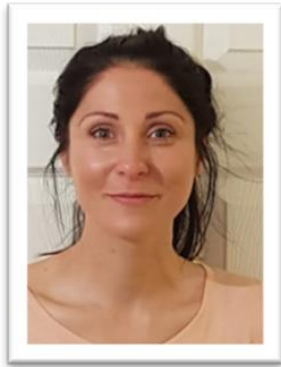
Dr Christopher Allen entered ST7 in Obstetrics and Gynaecology in August 2017. Christopher has been working with two host organisations – the HSC Leadership Centre and RQIA.

At the HSC Leadership Centre, Christopher has been working as part of the management and leadership development consultant team under the supervision of Mr Will Young. Christopher has become familiar with service improvement methods, is aware of the Quality Improvement Strategy for NI and will work on service improvement and quality improvement projects for HSC

Leadership Centre's clients.

At RQIA, Christopher has been working under the supervision of Dr Lourda Geoghegan and Mr Hall Graham in 'Enhancing RQIA roles in Quality Improvement'. Christopher has had the opportunity to participate in and lead a portfolio of projects during their year with RQIA including reviews contained in the RQIA review programme, hospital inspections and taking forward RQIA's quality improvement agenda.

Dr Emma Cunningham



Dr Emma Cunningham entered ST4 in General Adult Psychiatry in August 2017. Emma has been working under the supervision of Dr Michael Quinn, Clinical Director of the Encompass Programme. Encompass is the over-arching term for the new Electronic Health Record that will be implemented into Northern Ireland by 2021. It is an ambitious attempt to create a digital platform for health in Northern Ireland.

Emma has had the opportunity to work with the Encompass Programme Team, which is made up of trust leads from each trust across Northern Ireland. She has a lead role in socialising the concept of Encompass regionally. She has been developing and driving an effective approach to engage front line staff with the Electronic Health Record Programme. She has been actively involved in leading the communication strategy for the Programme, to create awareness and involve staff.

Emma has also developed links with NIMDTA and QUB as ways to highlight the need for education in relation to increased demand for digitalisation in health-care.

Dr Lorraine Bouzan



Dr Lorraine Bouzan entered ST4 in Emergency Medicine in August 2017.

Lorraine has been working at NIMDTA under the supervision of Dr Mike Morrow, NIMDTA Simulation Lead to support simulation and human factors-based training in NI. Lorraine works as part of a Northern Ireland Simulation and Human Factors network to support those interested in simulation across HSCNI and engages with individual specialties to identify areas of the curriculum that would benefit from the introduction of simulation based teaching.

Lorraine has also participated in a HSC Simulation Conference in autumn 2017, assisted with the development of a standardised NI-wide simulation faculty development programme and facilitated a strategic approach to simulation across NI.

Dr Niall Corrigan



Dr Niall Corrigan entered ST6 in Psychiatry in August 2017.

Niall has been working under the supervision of Dr Aideen Keaney (Clinical Lead in Patient Safety) in the Belfast HSC Trust. As well as Dr Keaney, Niall has been working with the Medicines Optimisation Committee (MOC). This has been an exciting opportunity to influence and lead real change across a number of specialities in relation to medicines safety.

Niall has worked alongside senior leaders and all grades of staff on Quality Improvement projects and has involvement in Medicines Safety Inspections. Niall has also had the opportunity to design and deliver medication safety training programmes for Multi-Disciplinary Teams.

Niall provides expert independent advice from a training doctor perspective to multi-disciplinary teams with respect to medication safety.

Dr Rachel Campbell



Dr Rachel Campbell entered ST4 in Palliative Medicine in August 2017.

Rachel is supervised by Dr Camille Harron and Mrs Elaine Fugard and works on the development and implementation of the VALUED strategy, part of NIMDTA's strategy to welcome, attract, support and retain trainees in NI. Rachel facilitates more effective communication between NIMDTA and trainees, and works to improve trainees' awareness of NIMDTA's services and generic professional and leadership opportunities.

Rachel has had the opportunity to develop solutions to issues with trainee engagement, recruitment, retention and morale. She has also worked with colleagues from the Deanery/Trusts/Department of Health on policy areas relating to trainee work conditions and educational opportunities.

The **2018-2019** cohort of Clinical Leadership Fellows were appointed following competitive interviews on Wednesday 14 March 2018 and will commence with the programme on Wednesday 1 August 2018. The 2018/19 recruitment has been our most successful to date with 11 Fellows appointed to a Host Organisation.

Dr Aimee Durkin



Dr Aimee Durkin will enter ST6 in Child and Adolescent Psychiatry in August 2018.

Aimee will be supervised by Dr Michael McBride and Dr Paddy Woods and will work on 'Delivering Quality Improvement at Scale' at the Department of Health.

Aimee will have the opportunity to contribute to wider transformation work arising from the Delivering Together programme. Delivering Together identified the need to develop a rolling programme of innovative projects to improve services and plan to scale these projects across the region alongside the development of the infrastructure supporting quality improvement in general. It is likely that Aimee will focus on developing the infrastructure but also contribute to one or more of the first tranche of innovative projects which are; Sepsis management, Anti-coagulant medicines safety, Preventing type 2 diabetes, Developing QI faculty in Primary Care and Improving Care for the frail elderly.

Mr David Colvin



Mr David Colvin will enter ST4 in Paediatric Surgery in August 2018.

David will be supervised by Dr Andrew Thompson & Dr Thomas Bourke and will work on embedding a culture of safety and excellence using simulation and medical education within the Children's hospital at Belfast Health and Social Care Trust'.

David will have the opportunity to engage with clinicians, families and multiple stake holders to design and deliver a series of high quality projects using high fidelity simulation to enhance patient safety. David will also have the opportunity to design and deliver a novel project which links critical incident data to the BHSCT rolling programme of simulation to ensure that learning is delivered rapidly to front line staff, embed a programme of inter-professional simulation training within induction of all new medical and nursing staff focusing recognition of the deteriorating patient and preventing harm from medication errors, partner with other areas such as NICU to share our expertise and help implement rolling programmes of patient

safety simulations, share learning through local & international presentations and peer reviewed publications. Finally David will also organise regional educational/academic meetings and develop links with local and national simulation groups.

Dr Gillian Blayney



Dr Gillian Blayney will enter ST6 in Obstetrics and Gynaecology in August 2018. Gillian will be supervised by Prof. Gardiner and NIMDTA's Lead Educator for Placement Quality and will be working on 'Improving the Quality of Training Placements' at Northern Ireland Medical and Dental Training Agency.

Gillian will have the opportunity to work closely with NIMDTA's Lead Educator for Placement Quality and NIMDTA's programme leaders and educators based in HSC Trusts in a new NIMDTA initiative to; define what quality in hospital-based education and training units looks like, establish evidence-based benchmarks of quality (Quality Indicators) and promote excellence by supporting continuous improvements in safe supervision, trainee engagement, quality of training and trainee experience. The benefits of using objective Quality Indicators are to allow comparisons to be made between training units, facilitate the evaluation of a training unit over time or assess the unit against gold standards. These comparisons can stimulate and motivate change. They can also be used to identify unacceptable training and educational experiences and to ensure that these are addressed. Gillian will also liaise closely with Directors of Medical Education and NIMDTA Educators to identify, highlight, share, spread and embed good practice in postgraduate medical education and training.

Dr Grace Cuddy



Dr Grace Cuddy will enter ST4 in Paediatrics in August 2018. Grace will be supervised by Dr Michael Quinn and Dr David Wilson and will be working on 'Clinical Process Standardisation, Establishment of a Digital Collaborative' at the Health and Social Care Board.

Grace will have the opportunity to work on the Encompass Programme which is a HSC NI wide transformation Programme which seeks to best position HSC NI to capitalise on digitally enabled whole system approach to the delivery of safer, informed care.

Grace will work with HSC specialists to identify common areas of divergent practice which could be standardised using a single process and in doing so reduce unwarranted care variation and attendant risk. This will examine a number of functional areas across a number of specialties throughout HSCNI to include; Investigation and diagnostic ordering, clinical

noting, clinical coding (allergies, problems, diagnoses, and procedures), prescribing practice, Alerts and pathways.

The Project will examine and baseline the maturity and consistency of processes across HSCNI and suggest where greatest quality improvement could be made through enabling digital technology of the Encompass Programme.

Grace will also work with NI Chief Clinical Information Officers network (NICCION) to establish a Digital Collaborative to support and communicate innovation in digitally supported.

Dr Kathleen Hadden



Dr Kathleen Hadden will enter ST6 in General Adult Psychiatry in August 2018.

Kathleen will be supervised by Dr Richard Wright, Medical Director (SHSCT) and will work on a project entitled 'Learning from Litigation, Incidents and Complaints' within the Southern Health and Social Care Trust.

The Southern Trust is establishing a new Lessons Learnt Committee in spring 2018 to assist in imbedding learning from Litigation, complaints, compliments, incidents, audit and QI activity in a coordinated manner and to provide an assurance to the senior management team and Trust Board.

Kathleen will have the opportunity to scope best practice and coordinate the sharing of learning through multiple opportunities within trust teams whilst gathering already available evidence of continuing improvement. There will be a particular focus on evidencing improving clinical outcomes and patient and client experience.

Kathleen will work closely with the Medical Director throughout the project.

Dr Leanne Morgan



Dr Leanne Morgan will enter ST7 in Obstetrics and Gynaecology in August 2018.

Leanne will be supervised by Dr Lourda Geoghegan and will work on 'Developing Systems to Deliver Improvement' within the RQIA.

Leanne will be working with the RQIA Medical Director on projects allied to taking forward RQIA's quality Improvement agenda. This will include internal quality improvement work

aimed at developing our quality improvement capability and capacity and also working with partners across the HSC, helping to build quality improvement into our reviews, audits and inspections.

Dr Michael Doris



Dr Michael Doris will enter ST5 in Psychiatry of Learning Disability in August 2018.

Michael will be supervised by Ms Angela Carragher and Dr Lorraine Parks and will work on Championing the NIMDTA 'VALUED' Strategy with Foundation doctors with the Northern Ireland Medical and Dental Training Agency.

Michael will lead on championing the NIMDTA VALUED Strategy and make it resonate with our Foundation doctors. Specific approaches will include a focus on bullying and undermining using #LetsRemoveIt resources to optimise workplace behaviour. Michael will also be working collaboratively with other organisations to share smarter flexible working ideas that will engender wellness and tackle early burnout.

Dr Michael McMorran



Dr Michael McMorran will enter ST5 in General Adult Psychiatry in August 2018.

Michael will be supervised by Dr Aideen Keaney and will work on 'Reducing Harm from Medication' within the Belfast Health and Social Care Trust.

Michael's project on Reducing Harm from Medication is one of the key pillars of the BHSCT Quality Improvement three year plan (QIP), which has been developed to drive further and sustained improvements in quality and safety for users of our service.

This pillar is led by the Medicines Optimisation Committee (MOC) co-chaired by Dr Aideen Keaney Clinical Lead in Patient Safety and Quality Improvement and Ms Eimear McCusker, Trust Head of Pharmacy and Medicines Management.

Michael will be required to work closely with Dr Keaney and the Medicines Optimisation multi-disciplinary team and this will be an exciting opportunity for Michael to influence and lead real change across a number of specialities in relation to medicines safety. Some of the key areas targeted for improvement include: Management of high risk medicines including warfarin and insulin, Multi-disciplinary Medicines Reconciliation on admission and

discharge, Safe use of IV paracetamol in Paediatrics, Reduction of delayed or omitted doses for in-patients and Dispensing for discharge at ward level.

Dr Olivia Devlin



Dr Olivia Devlin will enter ST5 in Medical Oncology in August 2018.

Olivia will be supervised by Dr Paula Scullin, Chair of Division of Cancer and Specialist and will work on a project entitled 'Partnering with patients suffering from chronic illness within the Division of Cancer and Specialist Medicine to optimise their treatment pathway and experience' within the Belfast Health and Social Care Trust.

Olivia will lead and support on initiatives including; Optimising use of biosimilar drugs, Co-design of patient pathways to improve patient experience of pre-treatment assessment clinics

standardising where possible, Optimising use of dose banding drugs and Chemotherapy service.

Dr Stephanie Campbell



Dr Stephanie Campbell will enter ST6 in General Adult/Old Age Psychiatry in August 2018.

Stephanie will be working jointly with the Health and Social Care Leadership Centre and NIMDTA.

At the HSCLC Stephanie will be supervised by Mr Will Young on a project entitled 'Developing our Senior Leaders'. Stephanie will be integrated into the senior consultant team at the Leadership Centre and work with others on the design and delivery of senior leadership interventions, reviewing services, Observing

behaviours in a service improvement environment, assisting on service and quality improvement projects across a range of HSC organisations and assisting on structural reviews of services.

At NIMDTA, Stephanie will have the opportunity to teach on Deanery SBE courses and act as a faculty member on inter-professional faculty development courses, Stephanie will also have the opportunity to become skilled at identifying the learning needs of numerous audiences, writing, delivering and evaluating scenarios and debriefing learners.

Stephanie will participate in the development of the NI Simulation and Human Factors Network (NISHFN), and will act as Secretary during this attachment. Stephanie will assist the Simulation Lead to design and deliver the NISHFN Autumn Conferences.

This project will provide Stephanie with numerous opportunities to engage with senior leaders in the health service to ensure successful integration of HF training into the healthcare curriculum.