



Northern Ireland Clinical Leadership Fellows Programme

Meet the ADEPT Clinical Leadership Fellows

The **2019-2020** cohort of Clinical Leadership Fellows were appointed following competitive interviews on Wednesday 20th March 2019 and commenced the programme on Wednesday 7th August 2019. The 2019/20 recruitment has been our most successful to date with 11 Fellows appointed to a Host Organisation.

Dr Ciara Daly



Dr Ciara Daly has entered her ST7 in Obstetrics and Gynaecology in August 2019.

Ciara will be spending 50% of her fellowship through The Department of Health, working under the supervision of the Deputy Chief Medical Officer on supporting service transformation through contributing to projects supported through the transformation fund. This will involve contributing to the development of a programme of innovative projects to improve services, plan to scale projects across the region, develop the infrastructure supporting quality improvement in general and to contribute to wider transformation work arising from the *Delivering Together* programme.

Ciara will work with the HSC Leadership Centre integrating into the senior consultant team and work with others on areas such as observing behaviours in a service improvement environment, assist on service and quality improvement projects across a range of HSC organisations as well as assisting on structural reviews of services. From this fellowship, Ciara will gain the ability to learn from others in the team and across organisations in order to improve individual leadership and managerial skills. She will also be given the opportunity to work as part of a skilled team of management consultants and create valuable networks across the system.

Dr Claire Dougan



Dr Claire Dougan entered ST7 in Obstetrics and Gynaecology in August 2019.

Claire will be working with NIMDTA's Associate Dean for Professional Support, Dr Camille Harron to focus on the Valued and Succeed Initiatives. Many aspects of the valued strategy relates to work streams within the NIMDTA Professional Support Unit and potential ventures for this year includes mental health promotion as well as development of strategy for Differential Attainment.

Claire has the opportunity to engage and work alongside senior leaders on Professional Support projects including attendance at workshops and conferences such as Annual Clinical Education Day, COPMED Professional Support Meetings and Medical Management conferences. Claire will also have an opportunity both to develop on-going projects and initiate new avenues of work.

Dr Eadaoin Hannon



Dr Eadaoin Hannon entered ST7 in Renal Medicine/ General Internal Medicine in August 2019.

Eadaoin is being supervised by Dr David Wilson and Dr Kevin Dynan who will be the leading in the way in the development of emergency stroke simulation training in Northern Ireland.

Eadaoin will be able to lead in the development and delivery of an interdisciplinary stroke assessment simulated training programme – the first of its kind in Northern Ireland. She will look to address human factors and challenges faced in safe delivery of time critical treatments and interventions in hyper-acute stroke (IV thrombolysis and thrombectomy) with the aim of providing faster delivery of acute stroke interventions.

Dr Eimear McCorry



Dr Eimear McCorry entered ST5 in Paediatrics in August 2019.

Eimear will be working alongside her project supervisor Dr Gail Browne on the barriers to teaching and training within the Southern Trust.

Eimear will work within the project which is designed to form one strand of an emerging Medical Education Strategy and is being designed to address the need to deliver Medical Education over the next five years.

Within this project, Eimear will aim to understand the baseline position and undertake qualitative and quantitative research to identify themes and barriers to medical staff becoming involved in delivering medical education. She will then make recommendations on deliverable improvements within the Southern Trust.

Dr Keira Walsh



Dr Keira Walsh has entered ST6 in General Adult Psychiatry in August 2019.

Keira will be working with NIMDTA's project supervisor Dr Sally Anne Phillips towards improving the quality of training placements. She will also be working alongside specialty educators based in HSC Trusts to define what quality in hospital-based education and training units looks like, establish evidence-based benchmarks of quality as well as promoting excellence by supporting continuous

improvements in safe supervision, trainee engagement, quality of training and trainee experience.

Keira will 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 Kyle Crawford



Dr Kyle Crawford entered ST6 in Clinical Oncology in August 2019.

The Oncology Services Transformation Project which reports to the Transformation Implementation Group offers Kyle the opportunity to modernise the radiotherapy pathway in Northern Ireland.

Kyle will be afforded the ability to lead and support initiatives such as the introduction of radiographer and medical physics staff to role (traditionally led by medical staff to support) deliver curative radiotherapy pathways as well as the reorganisation of clinics along primary disease-site pathways.

Kyle will lead on these activities along with co-designing patient pathways to improve the patient's experience and develop educational materials to assist in delivering education to the multi-disciplinary team. Additionally, Kyle will support the development of Cancer and Specialist Medicine Divisional patient safety and governance pathways to establish themes for cross-specialty quality improvement projects within the division.

Dr Matthew Costley



Dr Matthew Costley entered ST4 in Dermatology in August 2019.

Matthew will be working with the Encompass Clinical Director, Dr Michael Quinn, focusing on clinical leadership in digital transformation. This fellowship is based on the aim to have one core solution which will allow care providers to note, communicate and improve patient care, from the cradle to the grave. From this, Matthew will be working towards clinicians being able to order, view and sign off investigation results, track task lists and handovers, document observations electronically from integrated devices, prescribe and administer medications and fluids (by bar code) and be aided by clinical decision support.

Matthew's role will be mainly focused on engagement of end users - as this is a vital factor for success. He will be involved with both clinical and non-clinical professionals in the development and expansion of the Digital Care and Business Support Forums helping clinical staff adjust to new ways of working and to help create future clinical pathways (embedded with digital systems) which we will use for years to come.

Dr Rebecca Cairns



Dr Rebecca Cairns entered ST7 in General Adult and Old Age Psychiatry in August 2019.

Rebecca will be working on the Reducing Harm from Medication programme as part of the Belfast Trust and will work closely with Dr Keaney and the Medicines Optimisation multi-disciplinary team. This will be an exciting opportunity for Rebecca to influence and lead real change across a number of specialities in relation to medicines safety. This will give an opportunity for Rebecca to gain an understanding of the complexity of healthcare and the importance of developing a system-wide approach to safety and improvement.

Rebecca will focus on key areas targeted for improvement which will include management of high risk medicines including warfarin and insulin, the safe use of IV paracetamol in Paediatrics as well as the reduction of delayed or omitted doses for in-patients. She will also have the ability to work with Multi-Disciplinary Teams and all grades of staff across specialities from many areas of the wider BHSCT in relation to medicines safety.

Dr Ruth Carville



Dr Ruth Carville entered ST6 in General Adult Psychiatry in August 2019.

Ruth will be supervised by Mrs Vivienne Toal in the Southern Health and Social Care Trust in order to understand what factors are diminishing joy in work, nurture their workforce, and address the issues that drive burnout and sap joy in work.

There are proven methods which Ruth will be working toward and will include how to create a positive work environment that creates these conditions and ensures the commitment to deliver high-quality care to patients, even in stressful times. Ruth will be focused on four elements throughout the project which will include asking staff “What Matters to Me?”, identifying unique impediments to joy in work in the local context, committing to a systems approach to making joy in work a shared responsibility at all levels of the organization and finally using improvement science to test approaches to improving joy in work within the Southern Trust.

Dr Samantha Russell



Dr Samantha Russell entered ST7 in General Surgery in August 2019.

Samantha will be working with her project supervisor Dr Mike Morrow in NIMDTA focusing on the Simulation. This fellowship will provide Samantha an opportunity to become fully engaged in simulation based education and human factors training and develop the personal, organisational and leadership skills necessary to conceive, design, develop, implement, and assess healthcare SBE and HF programmes.

Samantha will also join the NI Simulation and Human Factors Network (NISHFN), Healthcare Human Factors team and contribute to this key project designed to embed inter professional human factors training into key NI healthcare curricula. She will also assist the Simulation Lead in organising committee of the UK Association of Simulated Practice in Healthcare (ASPiH) with the delivery of their 10th Anniversary meeting in the Waterfront Hall, Belfast.

Samantha will have the opportunity to undertake a project(s) to develop SBE/ HF training within a particular specialty area of interest to them. Following this, she will act as a faculty member on simulation and inter professional faculty development courses and will develop the skills necessary to write, deliver, debrief and evaluate scenarios.

Dr Stuart Brown



Dr Stuart Brown entered ST6 in General Adult and Forensic Psychiatry in August 2019.

Stuart will have the opportunity to participate in and lead a portfolio of projects during his year with RQIA. This will include undertaking service/system reviews as part of RQIA's review programme, participating in inspections (across a range of services including acute care, mental health, learning disability, independent healthcare, prison healthcare) and taking a key role in progressing RQIA's internal quality improvement agenda.

Stuart will be involved in participating in inspections to individual hospitals including engaging with junior and senior doctors as well as participating in the further evaluation and development of the inspection programme, including further development of RQIA's & NIMDTA's Joint Clinical Trainee Associates Programme.