INTERESTED IN QUALITY & SAFETY? We want to hear from you!

We are looking to recruit a small team of North Western Deanery trainees to lead the second year of roll-out of the innovative North Western Foundation School’s Patient Safety training programme ‘Lessons Learnt: Building a Safer Foundation’. If you’re interested, read on!

1) Project Rationale
2) Project Progress
3) Person Specification
4) Role Description
5) Benefits to you
6) How to apply

1) Project Rationale

Patient Safety is a hot topic and junior doctors are being increasingly recognised as powerful ‘Agents for Change’ in improving patient safety. As frontline clinicians they are often exposed to patient safety incidents (PSIs)* and are well-positioned to identify the contributory factors and pose potential solutions. However, there are many barriers to junior doctors reporting PSIs: guilt, shame, lack of opportunity/time, fear of negative career implications and the perception that incident reports enter a ‘black hole’ can all prevent reporting and learning.

Lessons Learnt is a Patient Safety training initiative which was borne from a desire to formalize the opportunity for junior doctors (specifically Foundation trainees) to discuss and learn from PSIs in a safe forum. It was developed and piloted by Dr Maria Ahmed (then FY2 at Manchester Royal Infirmary) and comprises dedicated sessions built into the Foundation teaching programme wherein Foundation trainees lead peer-group discussions on PSIs in a facilitated forum. Lessons Learnt aims to improve trainee knowledge and skills in Patient Safety and to foster an ‘open and learning’ safety culture.

*Patient safety incident (PSI) – an incident that could have or did lead to patient harm

2) Project Progress

Following a successful bid for funding from NHS North West in 2010 (‘Junior Doctor Innovation Award in Education and Training’), Lessons Learnt was rolled out across all 16 Foundation Programmes in the North Western Deanery in collaboration with the Imperial Centre for Patient Safety and Service Quality (CPSSQ).

The model of implementation was one of ‘centrally supported but locally led’. Foundation Programme Directors were charged with endorsing the project locally, Administrators administered the sessions and Foundation trainee Leads led the project at each site. Over a hundred senior clinicians (consultants and SpRs) applied for the Facilitator role and 2-4 were appointed per site after undergoing a half-day training course.

The project has proven a great success with the majority of sites holding the target of six Lessons Learnt sessions per trainee cohort (FY1/FY2) between January-June 2011. Feedback from Foundation teams and trainees has been very positive. The project was also presented as a workshop at the recent ASME conference and attracted considerable attention from other Deaneries keen to implement Lessons Learnt locally.

Given the success of the project we plan to continue Lessons Learnt in 2011-2012. Foundation teams have already been provided with a quick checklist to help prepare for continuation.

3) Person Specification

<table>
<thead>
<tr>
<th>Essential criteria</th>
<th>Desirable criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Western Deanery trainee FY2 or above</td>
<td>Trainees with protected time to undertake academic/leadership activities e.g. Academic trainees Leadership fellows</td>
</tr>
<tr>
<td>Interest in Patient Safety and/or Medical Education</td>
<td>Experience of engaging in Safety / Quality Improvement projects and/or Medical Education research</td>
</tr>
<tr>
<td>Team-player</td>
<td>Experience in project management and/or leadership of small teams</td>
</tr>
</tbody>
</table>
4) Role Description

Please note this is a provisional job description only. We intend to work with the appointed team to finalise the role description following formal evaluation of the Lessons Learnt project 2010-2011. We anticipate that one-two team members will lead implementation across each of the three sectors across the North Western Deanery (North, Central and South).

**General:**

- The Lessons Learnt team will succeed from the current team led by Dr Maria Ahmed to project manage the second year of roll-out of Lessons Learnt across the North Western Foundation School.
- The team will report directly to Professor Paul Baker, Foundation School Director, North Western Deanery.
- The team will continue to work closely with Dr Maria Ahmed as the liaison between the North Western Deanery and Imperial CPSSQ.

**Specific:**

- Undergo handover from the outgoing Project Lead Dr Maria Ahmed
- Follow-up all sites within your allocated sector to ensure the initial checklist for project continuation has been completed
- Conduct closer analysis of the sites which fell considerably short of meeting the target of six Lessons Learnt sessions last year and devise strategies to improve uptake. Common challenges reported included unavailability of trained facilitators and difficulties recruiting trainees to present cases
- Develop and implement a quality assurance programme to monitor and assure the quality of local implementation
- Lead the recruitment and training of Lessons Learnt Facilitators in collaboration with Imperial CPSSQ (TBC - dependent on funding arrangements)

5) Benefits to you

- Demonstrate a commitment to Patient Safety & Quality Improvement
- Develop key skills including project management, leadership and negotiation
- Opportunity to be part of a successful training programme and to build upon it
- Networking opportunities with senior clinicians and educators across the North Western Deanery
- Potential to inform and influence Foundation training policy
- Opportunity for publication and presentation as the project progresses in collaboration with the North Western Deanery and the Imperial CPSSQ

6) How to apply

1) Contact Professor Paul Baker to express your interest: p.baker@nwpgmd.nhs.uk

2) We strongly recommend that all interested candidates attend the Lessons Learnt Feedback Conference on Wednesday 28th September 2011 2-5pm at Manchester Conference Centre. This will be a great opportunity to gain a good grounding to the project, to identify ways to enhance the project and to engage in informal discussion with the outgoing Project Lead Dr Maria Ahmed. The event is free of charge and certificates of attendance will be provided to all attendees.

Access the link below to review the agenda and register online no later than 21st September 2011:
http://lessonslearntnw.eventbrite.com/