

News Release

Honours make NHS North West Proud

NHS North West is adding its congratulations to two members of staff after they both received honours from the Queen in the New Year's honours List this week.

The two, Professor Jacky Hayden (CBE) Shahnaz Ali (OBE), both hold executive jobs within the strategic health authority and have made dramatic impacts in to the way their areas of expertise have developed over the years. Their work and dedication has been recognised as they are awarded a CBE and OBE respectively. The Authority is congratulating them adding: "This is well deserved and a testimony to the commitment of the NHS to provide the highest quality service."

Professor Jacky Hayden, Dean of Postgraduate Medical Studies for the North Western Deanery NHS North and Manchester and Lancaster Universities has been awarded the CBE for services to medical education. Jacky has held senior offices in the North Western Deanery for twenty-two years, in 1997 she was the first general practitioner in England to be appointed to the position of postgraduate dean. Jacky leads the development and quality management of postgraduate education for the 4,500 doctors and dentists in training who work across the North West. She has established systematic processes to ensure that doctors and dentists completing training in the North West learn to provide the highest possible patient care. She has a particular interest in ensuring that future doctors and dentists are able to provide compassionate, patient-focused leadership in the NHS.

Jacky has also led the development of medical education nationally. In 2012, she completed four years as the Chair of the Committee of English Deans; she was an inaugural member of Medical Education England and an active participant in the Medical Programme Board, including leading work on quality metrics for medical education. She has taken an active role in the Royal College of General Practitioners, serving for twenty-seven years on the Council and contributing to the development of standards for general practice.

Responding to the news of the award she said, "I am absolutely thrilled to be awarded the CBE, I am delighted that the work of the North Western Deanery has been recognised, they are a brilliant team. I believe it is so important that, as well as providing high quality care for our current patients, our NHS provides the highest quality education and training for our future practitioners."

Shahnaz Ali, NHS North West's Director for Equality, Inclusion and Human Rights has been given an OBE for services to Equality and Diversity. She is one of the NHS's leading champions for Equality, Inclusion and Human Rights. She has promoted an ambitious but successful programme of quality transformation, influencing the way equality and inclusion is addressed in the North West region's 63 NHS organisations. In 2009 she pioneered a process to accurately measure the performance of NHS organisations across a range of key areas essential to equal outcomes for all. This innovation was subsequently developed into the national Equality Delivery System.

Responding to the announcement of her award, Shahnaz said: "I am genuinely delighted to receive such a prestigious award. It underlines how important this work is. What we do helps

to ensure that everyone in our society receives the same high quality of care when they use NHS services, and that the service recruits and retains the very best talents, regardless of personal characteristics such as their gender, race, disabilities, age, religion or sexual orientation. This is not just fair; it also helps improve the quality of NHS outcomes.”

Additional Information

More information on Professor Jacky Hayden CBE FRCP, FRCP(E), FRCGP, FAcadMed, DCH, DRCOG:

Professor Jacky Hayden graduated from St George's Hospital Medical School London in 1974 and completed training for general practice in Oxford. She was a general practitioner in Unsworth, Bury for over thirty years. She was appointed as the Director of Postgraduate General Practice Education in 1991 – the first woman in England to be appointed to the role. She led the Committee of GP Directors (CRAGPIE) through significant change, including introducing national standards for completion of GP training. She took up office as the Dean of Postgraduate Medical Studies for the University of Manchester in 1997 and was Chair of the Committee of English Deans from 2008-2012. She is the Lead Dean for dermatology, psychiatry, the broad based curriculum and academic training. She was Vice-Chair of the Conference of Postgraduate Medical Deans (COPMED) from 2006-2010. She is an associate of the General Medical Council and Team Leader for Quality Assurance Visits. In 2002 she was awarded the William Pickles award of the RCGP and in 2012 she was awarded Honorary Fellowship of the Academy of Medical Educators. She is due to receive the RCGP Foundation Council Award later this year.

Jacky has held a range of national positions including:

- Chair of the Committee of English Deans 2008-2012
- Member of Medical Education England 2009-2012 including membership of the Temple Review 'Time for Training', the Collins Review 'Foundation for Excellence' and the Education Outcomes Framework.
- Member of the MEE Medical Programme Board 2008-2012 including Chair of the Quality Metrics Task and Finish Group.
- Member of the HEE Health Care Science Professional Board 2012 to date.
- Member of the Council of the Royal College of General Practitioners 1985-2012 and member of a range of working parties and committees including the Trustee Board and Chair of the Hospital Recognition Committee.
- Lead visitor for the Postgraduate Medical Education and Training Board 2006-2010.
- Associate and Visit Team Leader for the General Medical Council from 2006.
- Member of the Joint Committee on Postgraduate Training for General Practice 1986-2006.
- Civilian Consultant in General Practice to the RAF 1998-2003.
- Chair of the Committee of Regional Advisers in General Practice in England 1994-97.
- Member of Chief Medical Officer's Working Party on Specialist Training 1993-94.

She considers that her greatest contribution has been in two main areas, quality assurance of medical education and medical leadership.

Quality Assurance of Medical Education

Twenty-five years ago, the Deanery introduced an evidence based approach to quality assuring general practice training that measured the structural aspects of a training practice and the culture of the learning environment. The methodology was adapted to measure the quality of medical and dental postgraduate training across the North Western Deanery. The processes used in the North Western Deanery strongly influenced the establishment of a national approach to quality assurance visiting, initially by the Postgraduate Medical

Education and Training Board (PMETB) and then the General Medical Council. The Deanery quality framework now includes a systematic collection of evidence that identifies good practice and areas for development in all our training hospitals and practices and has extended to include a systematic review of the regular assessments of doctors in training.

<https://www.nwpgmd.nhs.uk/quality/quality-management-process>

Medical Leadership

The North Western Deanery has a strong track record in leadership development, spanning almost thirty years. Our activity began with a leadership programme for young general practitioners that has been adapted over the years and is now accredited towards a masters degree. We also have a range of activities for our medical and dental trainees, which includes the first integrated medical leadership programme through which medical trainees combine their clinical and leadership training, working and learning alongside NHS management trainees. In addition the Deanery supports the North Western Medical Leadership School that aims to inspire and develop leadership skills in medical trainees. The School provides workshops and events to whet trainees' appetites for medical leadership and signpost opportunities to develop their interests further, it is run by trainees for trainees.

<https://www.nwpgmd.nhs.uk/medical-leadership>

More information on Shahnaz Ali:

In 2011 Shahnaz also led the development of a national framework to professionalise leadership development for equality.

She explains her rationale,

"Everything I do is grounded in solid evidence. I do the research, analyse the data and then plan what to do accordingly. Too often managers just shoot from the hip. They respond to events rather than planning ahead. My team and I have worked through a clear five year strategy which we formulated in 2008. The evidence told us where the gaps in equality were. Our strategy set out how to address them. We developed tools so people could do the job. We provided support to develop them to act effectively. And we pioneered the means to measure their success. My approach means we measured a clear doubling in evidence of equal outcomes in the first two years. We have a formula that works and have been happy to share it with anyone who'll listen"

And, on leadership,

"Assuring that the NHS gets the best for everyone ... patients and staff alike ... is central to what every manager is there to do. Quality isn't optional. And Equality is part of achieving that. Leaders can't delegate the responsibility for improvement. They need the knowledge and capabilities to show the way. What we've done is to identify what gets in the way of that, and to help leaders produce better outcomes for everyone"

Prior to joining NHS North West North West Shahnaz was Senior Director of Local Authority and Wider Partnerships for South Yorkshire Strategic Health Authority and, before that, both Director of Education and Workforce Expansion and Director of Workforce Diversity for the South Yorkshire Workforce Development Confederation. Previous to that, she was Director of HR Development for Community Health Sheffield NHS Trust and a Principal Health Officer for the London Borough of Newham.

Shahnaz also has an extensive voluntary service background. In 2011 she joined the board of the Lesbian and Gay Foundation, one of Britain's largest LGBT support charities. She has

also been a Regional Advisory Board member for Council for Ethnic Minority Voluntary Organisations (CEMVO); a Non-Executive Director of Sheffield Futures; a founder member of the Black Community AIDS Team (BCAT); she founded and chaired the Federation of Black Housing Organisations; she was a member of the Executive Committee for Newham Asian Women's Refuge; a management committee member for Leeds Federated Housing Association; and a management committee member for Leeds Black Women's Refuge.

MEDIA CONTACT:

NHS North of England media team, telephone 07824 463578 or email nathan.skelton@northwest.nhs.uk