




Developing Leaders through Partnerships

Fostering a culture of innovation in the NHS



 www.OxfordAHSN.org

 www.hee.nhs.uk/hee-your-area/thames-valley

Contents

Introduction.....	1
① Strengthening patient and clinical leadership.....	3
② Accelerating innovation adoption.....	7
③ Improving patient safety.....	10

Introduction

The Oxford AHSN and Health Education England are working with other partners to support the current NHS workforce and help staff get the skills and knowledge they need to improve patient care and develop efficient and effective organisations.

This close collaboration is already reaping benefits. By mutually supporting the objectives of the two organisations we maximise the benefits to the partners in our region, helping them identify frontline training needs and giving them the tools they need to develop leaders at all levels through our growing roster of high quality programmes. These include adopting clinical innovation at pace and scale, improving patient safety, patient experience and strengthening patient and clinical leadership.

This document highlights some of the areas where we are jointly fostering a culture of innovation in the NHS through education, training, support and celebrating success.

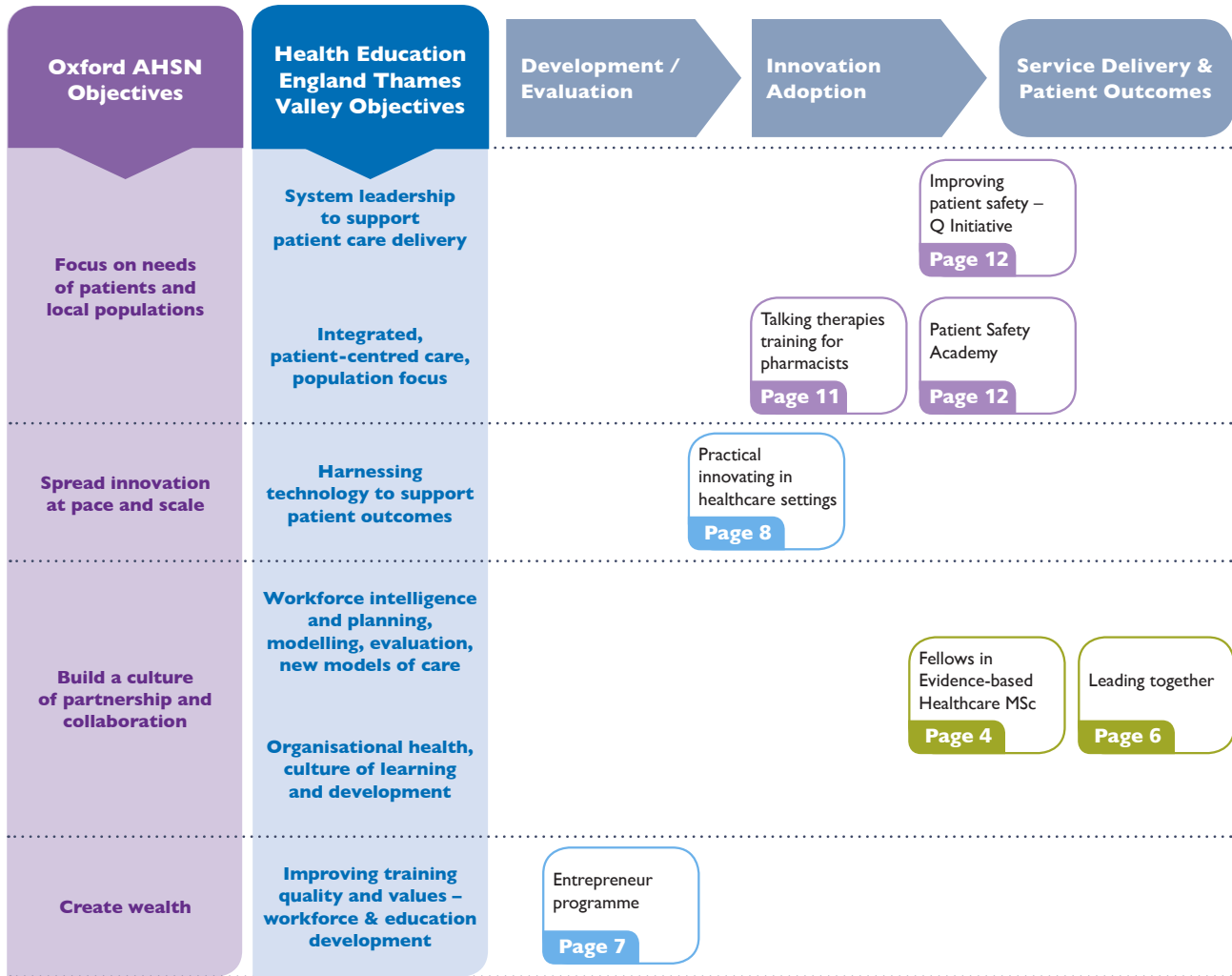
The Oxford Academic Health Science Network is a partnership of NHS providers, commissioners, universities and life science companies working together to improve health and prosperity in Bedfordshire, Berkshire, Buckinghamshire, Milton Keynes and Oxfordshire.

 www.OxfordAHSN.org

Health Education England Thames Valley is responsible for ensuring high quality education and training for doctors, dentists, nurses and all health professionals. It commissions education and training programmes, developing the workforce at every step of their career.

 www.hee.nhs.uk/hee-your-area/thames-valley

Developing leaders across the innovation pathway



1

Strengthening Patient and Clinical Leadership

We are equipping frontline staff with the skills they need to make evidence-based change and making it easier for patients and NHS employees to work together to reshape health services to better meet patient needs.

This is a really exciting and progressive programme, enabling clinical leaders to develop the skills they need to establish intuitive, personalised health systems for patients, both now and in the future.

Joe Harrison

*Chief Executive, Milton Keynes University Hospital.
Chair, Oxford AHSN Best Care Oversight Group.*



Fellows in Evidence-based Healthcare MSc

Helping innovators working across the NHS gain a Masters (MSc) in Evidence Based Healthcare through a three-year, part-time programme launched in 2014.

- Run by Oxford AHSN
- Funded by Health Education England
- Delivered by the University of Oxford
- Supported by the NHS Thames Valley and Wessex Leadership Academy

13
PARTICIPANTS

drawn from a wide range
of frontline NHS roles



Deborah Grove – Year 1 Fellow and nurse, Oxford University Hospitals.

“I have achieved far more than I ever imagined I would be able to.”



Joseph Korge – Year 1 Fellow and physiotherapist, Oxford Health.

“It’s a fantastic opportunity. There’s nothing like this anywhere else. My patients are definitely benefiting from better clinically reasoned treatment and management. I’m sharing the skills I’ve learned with my colleagues and helping to improve the way we work and develop as a team.”



Dr Kamal R. Mahtani – Clinical Lead, Evidence Based Health Care Fellowship Programme.

“These fellowships present a unique opportunity by integrating training in the understanding and implementation of evidence-based healthcare into practice, and developing skills in leadership to sustain the change. By attracting a multidisciplinary cohort of practicing clinicians into the scheme, our vision is to build both capacity and capability across specialties to achieve the widest possible patient benefit.”



Francis Githae Muriithi – Year 1 Fellow and doctor.

“I recommend this fellowship without reservation.”



Oxford AHSN Fellows in Evidence Based Healthcare 2014 and 2015 cohorts (alphabetical)

Dr Raj Bajwa, Senior partner GP at Little Chalfont Surgery
and Clinical Commissioning Director, Chiltern CCG, Bucks

Edel Clare, Research Midwife, Milton Keynes University
Hospital NHS Foundation Trust

Rob Crookston, Advanced Nurse Practitioner – Diabetes,
Churchill Hospital, Oxford University Hospitals NHS
Foundation Trust

Abi Davey, Midwife, Milton Keynes University Hospital NHS
Foundation Trust

Steven Faulkner, Radiographer, Bedford Hospital NHS Trust

Deborah Grove, Advanced Nurse Practitioner – Renal,
Oxford University Hospitals NHS Foundation Trust

Joseph Korge, Physiotherapist, Oxford Health NHS
Foundation Trust

Kay McCallum, Advanced Nurse Practitioner – acute
oncology, John Radcliffe Hospital, Oxford University Hospitals
NHS Foundation Trust

Kate Masters, Clinical Trials Pharmacist, Berkshire
Healthcare NHS Foundation Trust

Francis Githae Muriithi, Obstetrician/Gynaecologist,
Oxford University Hospitals NHS Foundation Trust

Sophie Roberts, Diabetes Dietitian, Churchill Hospital,
Oxford University Hospitals NHS Foundation Trust

Stephanie Ross, Learning Disability Liaison Nurse,
Oxford University Hospitals NHS Foundation Trust

Hayley Trueman, Mental Health Nurse, Warneford
Hospital, Oxford Health NHS Foundation Trust



Cohort 1, 2014




Cohort 2, 2015

OUR PARTNERS

- **University of Oxford**

FURTHER INFORMATION

 www.bit.ly/EBHCFellows

 Search YouTube for 'Mastering the Evidence'

PROGRAMME SUMMARY 2

Leading Together

Supporting 120 health professionals and lay people to develop real partnerships that make a difference to their local health organisations and communities. Started Feb 2016.

120 PARTICIPANTS

60 Patients + 60 Clinicians
during 2016



Cohort 1, February 2016



Cohort 2, March 2016



Carol Munt – Patient Leader

“I don’t think you can really teach someone to be a Patient Leader – but you can give that person with a passion to make change a toolkit to help them do it. That’s what we do on our course.”

OUR PARTNERS

- NHS England
- Thames Valley and Wessex Leadership Academy
- The Performance Coach

FURTHER INFORMATION

 www.bit.ly/leadingtogether



**LEADING
TOGETHER
PROGRAMME**

Patients, professionals and the public
working together to improve care

2

Accelerating innovation adoption

We are supporting a culture of innovation within the NHS through a number of initiatives. These include awards programmes and tailored courses which draw on skills and experience from the wider world to help frontline staff turn their smart ideas into commercial successes.

Through our partnership with Oxford AHSN we now have greater opportunities to learn from best practice. Our staff can adopt innovations more quickly and our patient care is improving as a result.

Neil Dardis

*Chief Executive, Buckinghamshire Healthcare.
Chair, Oxford AHSN Clinical Innovation Adoption Oversight Group.*



PROGRAMME SUMMARY 1

Entrepreneur Programme

An intensive four-day residential course, held at Henley Business School, where experienced health industry professionals help participants maximise their chances of success in taking their ideas to market. Two courses took place in 2015 and two more are planned for 2016.

30

PARTICIPANTS

15 more completing
the course in April 2016



Dr Elliot Street – former junior doctor and now co-founder and chief executive of Inovus.

“Some of the tools I’ve already taken away and started utilising have worked an absolute dream. I can safely say it’s the best course I’ve been on. If you offered me to come back I’d bite your arm off for it!”



Dr Eugene Ong – Junior Doctor, Oxford University Hospitals.

“It is a big challenge to be entrepreneurial and really innovate, but with programmes like this, hopefully innovation will flourish. I’ve learned a lot of things I would never have considered in this course, things that are going to help me move forward with my ideas.”



Jessica Digby – academic research coordinator, Milton Keynes University Hospital.

“They’ve given us a lot of tools to help us develop ideas which has been great”

OUR PARTNERS

- **University of Reading**
- **Henley Business School**

FURTHER INFORMATION



www.bit.ly/EP-OxfordAHSN



Search YouTube for:

‘Entrepreneur Programme Oxford’

Practical innovating in healthcare settings

We have created this new programme to assist frontline healthcare staff in identifying innovations and innovative projects that deliver improved quality of care for patients, sustainability and cost-effectiveness to the NHS. A second course is planned to start in autumn 2016.



Tracey Marriott – Director of Clinical Innovation Adoption at the Oxford AHSN.

“Many colleagues working within the NHS have an idea or know of existing innovations that have the potential to transform services. This practical course aims to ease the route from idea to successful implementation.”



Participant feedback:

“I loved the encouraging atmosphere and obvious experience of the presenters and facilitators in the field of innovation.”

60
PARTICIPANTS

across two courses
in 2016/17



OUR PARTNERS

- **Buckinghamshire New University**

FURTHER INFORMATION

 www.bit.ly/practinnovat

3

Improving Patient Safety

Better training, skills sharing and new ways of working

are key elements in the ongoing drive to continuously improve patient safety.



The safety of patients is of the highest priority to the Oxford AHSN. We are working to agree a strategy that develops the capability and capacity of staff to support improvement in quality and safety across our region.

Jean O'Callaghan

*Chief Executive, Royal Berkshire NHS Foundation Trust.
Chair Oxford AHSN Patient Safety Oversight Group.*

Talking therapy training to better meet patients' medication needs

Health Education England is funding cognitive behaviour therapy (CBT) training for pharmacists and other health professionals across the Oxford AHSN region so they are better able to help patients understand and take charge of their medication. This will lead to improved patient consultations, outcomes and satisfaction, as well as reduced medicines wastage.

Community Pharmacist

"A customer's asthma was not being controlled adequately and during the consultation [she] admitted to a recent episode of abuse by a close relative. I really feel that the CBT course helped me to help her admit and cope with this. It also reinforced my signposting resources and helped me personally by being available to support me during something I found quite difficult."



150
PARTICIPANTS

in 2016

OUR PARTNERS

- **Community Pharmacists, GPs and NHS Trusts**

FURTHER INFORMATION

 www.bit.ly/talkingmeds

PROGRAMME SUMMARY 2

7

FOUNDER FELLOWS

in Oxford AHSN region

Q Initiative

Q is a national initiative to train clinical leaders in improvement methodology. Q will make it easier for people from all parts of the healthcare system with expertise in improvement to share ideas, enhance their skills and make changes that bring tangible benefits for patients.



Ian Holt – Programme Lead for Nursing at Oxford Brookes University, is one of the Q founding cohort.

“Q has given me an insight into the conversations and motivations at staff levels from early employment to senior staff.”



Some of Q founding fellows share their experiences and learning

OUR PARTNERS

- Health Foundation
- NHS England

FURTHER INFORMATION

 www.bit.ly/qprog

PROGRAMME SUMMARY 3

60

PARTICIPANTS

Patient Safety Academy

Training for clinicians based on human factors/ergonomics and improvement science. Workstreams include acute surgery and primary care. Also supporting the Oxford AHSN's patient safety priorities relating to reducing pressure ulcers, improving medication safety and reducing acute kidney injury.

OUR PARTNERS

- University of Oxford Nuffield Department of Surgical Sciences

FURTHER INFORMATION

 www.patientsafetyacademy.co.uk/

Strengthening patient and clinical leadership
Accelerating innovation adoption
Improving patient safety

 www.OxfordAHSN.org
 www.hee.nhs.uk/hee-your-area/thames-valley

**Developing Leaders
through Partnerships**

Fostering a culture of innovation in the NHS