

# National Lead NCHD Update

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NATIONAL DOCTORS TRAINING AND PLANNING

November 2016

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Thank you for your help in promoting the National Health Sector Survey. Results will be available early in the New Year. We will feedback the results. Thank you too for promoting the flu vaccine this winter and remember it is not yet too late! Thank you to Dr Anna Mc Hugh, Lead NCHD Letterkenny who warmly welcomed me even arranging for my flu vaccine! Dr Mortimer O Connor facilitated a wonderful day in Mercy University Hospital where they launched the "Hello, my name is ..." initiative. I am delighted to be travelling around the country so let me know if I can be of any help. All Lead NCHDs are now appointed and our names are at [www.hse.ie/doctors](http://www.hse.ie/doctors) whilst we await our digital identity – there is no email addresses.

**There is lots of information contained within the Newsletter including:**

- Feedback from Leaders in Healthcare
- Irish Healthcare Awards – NER wins and Lead NCHD initiative receives commendation
- Information on all the upcoming events
- Resources for Lead NCHDs

**Dates for your diary**

**Handover with IT- November 16<sup>th</sup>, 2pm, Adelaide Road, Dublin 2**

**Thinking about Handover in an Irish Context – November 22<sup>nd</sup>, F2 Centre, Rialto**

**Lead NCHD Workshop – December 2<sup>nd</sup> 2016, Dr Steevens Hospital**

**Lead NCHD Christmas party – December 2<sup>nd</sup> 2016, Woollen Mills, Dublin**

**Neurotransmit – Innovation competition – University Hospital Galway, Launching 26<sup>th</sup> of January 2016**

**Navigate – Consultant Application and Appointment uncovered – February 23<sup>rd</sup> 2016, Ashling Hotel, Dublin**

**Early Leaders Workshop – 2<sup>nd</sup> of March 2017**

## **Liverpool – Leaders in Healthcare**

Lead NCHDs (10) attended Leaders in Healthcare Conference in early November, hence the delay in completing this newsletter. We have invited our colleagues in the UK to join us in 2017. Dr Anna Mc Hugh via her blog and Dr Ahmeda Ali tweets will tell the story best below. Two of the conference attendees will speak at the next workshop and all blogs will be available online by the end of November.

### **Liverpool Blog: - Idea: leadership education emphasis in undergraduate and post graduate education.**

The conference, although it was buzzy and full of energy, subtly steered delegates to stand back, reflect and take stock of what direction their part of healthcare systems were going in, and how to influence this.

A theme that recurred to me was that Doctors are very focused on the metrics of patient outcome – acting locally to a high standard but failing to THINK globally. We are trained to the point of obsession to strain over every vital sign, analyze mortality and morbidity on a monthly basis, etc, but a very large vital link as to how this fits in with other departments in the hospital, other hospitals in the group, other groups within the healthcare system, is missing. It lends itself to a chaotic disorganization, cost inefficiency, frustration and poorer care for patients.


As Mark Britnell, keynote speaker on Tuesday morning identified, all our failures are attributed to Divergent objectives, cooperation failures and power asymmetries'. By having a sole focus on clinical objectives, we are losing site of the wood for the trees – the big picture of working together to an efficient national healthcare system. Our training is lacking in a focus towards developing skills to delegate, lead and analyze the large business elements of an effective system.

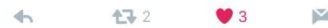
The answer? Foster the confidence in our medical students from an early stage to be able to lead and manage teams, departments, research, meetings – the list goes on. As Victor Abedowale, key note Wednesday said "Society has invested so much in you, it cannot afford for you not to lead." We can easily incorporate modules into undergraduate and postgraduate education to echo this sentiment. Emphasizing the importance of each clinician's duty to contribute positively is paramount. If we engrain this responsibility from an early stage, I think the results could be great. Each system is a sum of all of its' parts.

**Anna McHugh, NCHD lead Letterkenny University Hospital**

 **Dr Ahmeda Ali** @drahmedaali · 02/11/2016  
Leadership is investing emotion in what you do! #leadershealth16 @catediskin @juanitaguidera @HSElive @SimonHarrisTD #NCHDLeadership



 **Dr Ahmeda Ali** @drahmedaali · 01/11/2016  
The leadership dilemma in health care: a matter of perspective? @HSE\_HR @rosari\_mannion @catediskin #leadershealth16 #NCHDLeadership



### Irish Healthcare Awards

Last Thursday, HSE – National Doctors Training & Planning were nominated for two awards. National Employment Record was nominated within the IT category and we won – Best IT project. Lead NCHD Initiative was nominated in the Best Hospital Project and was commended with OLCHC winning outright and the iJUMP, a NDTP supported project based at University Hospital Galway supporting mentoring between Interns and final year medical students was also commended. I would include photographs – but they just are not good quality!

### Upcoming events:

#### Handover with IT- November 16<sup>th</sup>, 2pm, Adelaide Road, Dublin 2

As follow up to the Lead NCHD Awards in September 2016, an interested grouping as per my last email is meeting with a number of relevant individuals this Wednesday, November 16<sup>th</sup> including the Beacon Hospital, Dr Cian Hughes of Google Deep Mind and Office of the Clinical Information Office. It is at 2pm on Adelaide Road – please let me know if you are interested

#### Thinking about Handover in an Irish Context – November 22<sup>nd</sup>, F2 Centre, Rialto

Twelve hospitals are attending the workshop next week which is supported by the Clinical Director programme, QID, Acute Hospitals Division and NDTP. I look forward to seeing some of you there and if you have any questions – please get in touch.

### **Lead NCHD Workshop – December 2<sup>nd</sup> 2016, Dr Steevens Hospital**

I am delighted to say we have confirmed a number of speakers for the next Lead NCHD workshop including Professor Jim Lucey, Medical Director, St Patrick's Mental Health Services, Sinead Burke- blogger, PhD candidate, Chair of Inclusive Fashion & Design Collective, ISPCC Childline ambassador and Alex Wright, Race Walk Athlete and Irish Olympian. These speakers will contribute to a discussion on leadership.

We will review the Lead NCHD role as a group and there will be a workshop on engaging colleagues along Lead NCHDs speaking about recent conference attendance. Mr Andrew Condon, Head of Medical Workforce, HSE will update on transfer of tasks. **Please confirm your attendance as this will facilitate catering by Wednesday 24<sup>th</sup> of November 2016.** Thanks to those that have!

### **Lead NCHD Christmas party – December 2<sup>nd</sup> 2016, Woollen Mills, Dublin**

After the Lead NCHD Workshop some of us are moving along to celebrate Christmas – it will be Christmas after all so let me know if you are coming along!

### **Neurotransmit – Innovation competition – University Hospital Galway, Launching 26<sup>th</sup> of January 2016**

Funding has been secured for Neurotransmit along with support from E Health Ireland, Bioinnovate, National Digital Research Centre, NUIG and University Hospital Galway. This innovation competition will launch on January 26<sup>th</sup>. I am keen to support this initiative as if it is a success it will have the potential to scale up and become a national competition in 2018.

### **Navigate – Consultant Application and Appointment uncovered – February 23<sup>rd</sup> 2016, Ashling Hotel, Dublin**

Speakers are currently being confirmed for "Navigate". Based on feedback provided by recently appointed Consultants – this evening will target those applying or potentially applying for Consultant posts in the next two years. Please feel free to spread the word.

### **Early Leaders Workshop – 2<sup>nd</sup> of March 2017**

We will be hosting a workshop for NCHDs who are not currently Lead NCHDs but are interested in the role on March 2<sup>nd</sup> 2017. If you know if NCHDs who might be interested but are moving jobs in January – maybe nominate them now! I have linked with NUIG to deliver an undergraduate module on Leadership and Teamwork - will keep you all posted.

### **Update on Lead NCHD Role:**

If anyone has any comments on the current role of Lead NCHD – I would be delighted to hear them. I will be circulating a brief survey in the next few days to feedback on December 2<sup>nd</sup> so please fill it in!

As many of you know, Lead NCHD role will expand to Mental Health in January 2017 and I am delighted to say that the spread of the initiative to our colleagues in GP and Public Health is being actively explored! GP, Public Health and Occupational Health have been invited to attend Lead NCHD Workshop on December 2<sup>nd</sup>.

### **Physician Wellbeing:**

Four Lead NCHDs attended a DELPHI Study Day in the RCPI in early October– focusing on wellbeing of healthcare professionals. Out of this meeting, National HR and Health and Wellbeing Department are supporting a number of initiatives at hospital level to support doctor wellbeing including the Occasional Act of Kindness (OAK).

The **National Lead NCHD /NDTP Fellow role** is now advertised – an email was distributed last week and if any of you are interested – please get in touch – [catherine.diskin@hse.ie](mailto:catherine.diskin@hse.ie)

### **Other News:**

#### **HSE- NDTP Supernumerary Flexible Training Scheme**

Applications for HSE-NDTP Supernumerary Flexible Training Scheme are now open and close on December 9<sup>th</sup>. I mentioned lots of detail about it in the last email and information is available at [www.hse.ie/doctors](http://www.hse.ie/doctors) - please highlight it again – Thank you!

Information on Dr Steevens' Scholarships which are also open for next July is also available online.

#### **Office of the Clinical Information Officer**

In the last month eight additional NCHDs have become members of the Chief Clinical Information Office Forum. **If you or any of our NCHD colleagues are interested in E-health**

please let me know as this is a role that is open to all. Doctors are central to the current and future use of technology within healthcare and this is the forum that will facilitate this. There are lots of E health related events happening in the Science Gallery in the Health Innovation Week

# Health Innovation Week



## Resources:

- Coaching is a form of professional support that can facilitate career development including improving our effectiveness in our personal and professional careers. A number of Lead NCHDs following recent conference are interested and it is recommended for doctors in leadership in literature – if interested please let me know and I can signpost you!
- The Change Hub exists to support all staff. Attached is a summary of the HSE Change Management Resources, which explains the Change Hub facilities, as well as a few guidance screen shots on how to register and access the Hub. If you need anything further, just let me know.

