

Quality Improvement and Performance Framework (QIPF)

'Quality at the heart of all that we do..'

JANUARY 2014

Welcome

Dear Colleagues,

As many of you will know, over the last six months, we have been developing a new framework that will deliver continued improvements in the quality of education and training for our workforce. We are at the point where we want to share with you the developments thus far and I hope that the information within this newsletter will give you the highlights and signposts you towards the next steps.

'The QIPF will act as an umbrella framework incorporating and improving current quality processes e.g. the GMC QIF, LQAF and the PQAF.'

To deliver the QIPF, component parts of our existing quality frameworks will be reviewed, integrated and where appropriate, new processes will be developed to form an alignment to deliver meaningful outcomes. The process will also involve optimisation of the use of information sources and the development of clear performance reporting.

What is different about the QIPF is the fact that it will be integrated and multi-professional. HEEoE is at the vanguard of this development and expects to demonstrate real improvements in the quality of our education and training through the implementation of a framework that reflects our shared principles, values and ambition.

We will be discussing and shaping the QIPF with the Workforce Partnership Teams, the Education Providers at the annual review meetings, the Education Leads and the Quality Operations Group over the next 2 months. In the meantime if you have any comments or questions, please contact me or the team..



Professor Simon Gregory
Director of Education and Quality
and Postgraduate Dean

A handwritten signature in black ink, appearing to read 'Simon Gregory'.

Professor Simon Gregory

Why do we need change?

Assuring and improving quality is a key requirement within the NHS and is supported by existing national quality frameworks e.g. the General Medical Council (GMC) Quality Assurance Framework, Quality Accounts and also local initiatives such as the quality improvement projects that are delivered by the leadership alumni.

The QIPF will provide the framework through which areas for improvement to the quality of education and training are identified, solutions sought and subsequent delivery is monitored. In addition the QIPF will ensure that HEEoE meets the statutory requirements of national Regulators e.g. GMC, NMC.

Quality Improvement and Performance Framework

Quality Improvement and Performance Framework (QIPF) Overview

Aim of the QIPF

Through **continued improvement to the quality of education** we will **improve quality of care** delivered to people and patients in the east of England.

Education that is delivered by education providers i.e. Higher Education institutions, Colleges of Further Education, medical schools and independent providers

Education that is delivered by our service providers (Local Education Providers)

How we will do this



Underlying Principles of the QIPF

Transparency

- A consistent framework with clear standards and outcomes which are regularly reviewed.
- A framework that is explicit, specific and understood by all stakeholders
- It will optimise existing information and intelligence. Where there are gaps we will work with stakeholders to fill these and provide a sound evidence base.
- It will meet the requirements of the Education outcomes Framework and national regulators e.g. GMC and NMC
- It will be regularly reviewed and be flexible enough to meet the complexities of the NHS locally and nationally.

Transformational

- Reflective of our multi-professional workforce and supportive of the improvements in care that they provide
- Integrated both within HEEoE and across our stakeholders
- It will enable risk stratification risk stratification so that we can offer more timely support to those organisations who need it
- It will build confidence amongst our organisations which will build stronger relationships and enable better sharing of information and best practice.

QIPF Improvements – what will this mean...

For Employer Organisations

Now

- ✓ **A less burdensome process** as where possible we will align the visit processes from the DEQ (School visits and the Education and Quality Performance Reviews) /WP (annual review process) and externally e.g. CQC
- ✓ Further **integration of the medical and non-medical quality improvement frameworks** with support from a wide range of professional advisors
- ✓ **Improved use of data** and information from stakeholder surveys e.g. commissioned student surveys (now at 49%) and GMC Annual Trainee survey (now at 98.8%)
- ✓ Development of **the Trust Quality Reports** to reflect the whole workforce
- ✓ **Nominated CQC Liaison** person within DEQ to ensure improved communication between regulator and HEEoE/ Employer Organisations
- ✓ **Improved communication with Employer Organisations** through the nominated DEQ senior managers on each of the WP Executive Teams

HEEoE Next Steps

- ⇒ Improvements to the **School visiting process**, reflecting the GMC standards and domains
- ⇒ **Speciality reviews** of programmes - development and curriculum delivery
- ⇒ **Monthly Quality Summary report** (integrated and multi-professional)
- ⇒ **Development of quality metrics** for Community employer organisations-working with the existing WP QI processes
- ⇒ **Clearer accountabilities** through the implementation of the national Learning and Development Agreement, transactional from April 14 and transformational from April 15. The new LDA will be aligned to the Education Outcomes Framework and form part of the national governance arrangements for the National Standard Education Framework Agreement

For Education Providers

Now

- ✓ **Annual Review** process underway focused on **improving quality and performance**
- ✓ Key lines of enquiry focused on **support** for the **clinical learning environment, student feedback** and **embedding the NHS**
- ✓ **Constitution** including recruitment to **NHS Values**
- ✓ **Less burdensome for Education Providers** as reduced requirement for additional evidence, therefore **reduced administration and duplication**

HEEoE Next Steps

- ⇒ **Improved alignment** and 'read-across' to the Employer Organisations – improved communication
- ⇒ Further **improvements to student surveys** to ensure consistency and roll out to post registration programmes
- ⇒ **Improved capability and capacity** within the HEEoE Performance Hub to enable effective review of available data and information – improved focus on key areas



Next issue coming soon

Key Contacts

If you have any questions or suggestions, please do contact one of the team:

Chris Birbeck, Head of Quality Improvement
✉ cbirbeck@nhs.net ☎ 07899 967 525

Jenny McGuinness, Head of Education and Commissioning
✉ jenny.mcguinness@nhs.net ☎ 07908 527 201

Jonathan Waller, Deputy Postgraduate Dean, Quality
✉ Jonathan.waller@nhs.net ☎ 01223 596940

Susan Agger, Senior Quality Improvement Manager
✉ sue.agger@nhs.net ☎ 01223 596940

Richard Davies, Education Commissioning Manager
✉ richard.davies5@nhs.net ☎ 07852 439 304

Gareth George, Head of Beds & Herts Workforce Partnership
✉ Gareth.george1@nhs.net ☎ 07899 068248

Ros Wells, Education & Development Manager Camb & P'boro Workforce Partnership
✉ ros.wells@nhs.net ☎ 07852 553790

Boyd Mullins, Head of Essex Workforce Partnership
✉ boydnullins@nhs.net ☎ 07789 710448

Chris Sykes, Practice Education Facilitator, Review Lead Norfolk & Suffolk Workforce Partnership
✉ csykes@nhs.net ☎ 07947 253983