

The Healthcare Improvement Programme (HIMP) for Foundation Doctors at Salisbury NHS Foundation Trust

Salisbury NHS Foundation Trust has established a programme to help F1 doctors learn basic improvement skills by undertaking service improvement projects that also provide them with experience of tackling the organisational complexities of delivering healthcare.

Participants choose projects in October each year from a brainstormed list of topics based on their experiences of patient quality or safety. They work in action learning groups over the next nine months designing and testing small improvements in their chosen area using principles and methods of healthcare improvement. Each group is supported by a pair of facilitators one of whom is a hospital consultant and the other a senior member of another profession. A key underlying paradigm is that the learners will leave a legacy of real improvement for the Trust and its patients as well as having gained skills and experience they can use in the future. Projects are presented to the hospital at a core Clinical Governance meeting the following July.

Projects so far include:

- ❖ Improving processes for DVT risk assessment
- ❖ Finding urgently needed equipment in treatment rooms
- ❖ Locating notes and results of newly admitted patients in the Medical Assessment Unit to make them easily accessible
- ❖ Speeding up internal consultant to consultant referrals

The programme is beginning to attract a wide interest and Foundation Doctors have presented papers at both national and international conferences.

For further information please contact:

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