

TRUST BOARD PUBLIC – FEBRUARY

Subject:	Innovation and Improvement – The Way Forward
Prepared by	Deborah Burrows, Head of Transformation
Sponsored by / Presented by:	Ursula Ward, Chief Executive
Purpose of paper	Decision required to develop a joint Research and Innovation Strategy.
Key points for Trust Board members <i>Briefly summarise in bullet point format the main points and key issues that the Trust Board members should focus on including conclusions and proposals</i>	The Innovation and Improvement Group (IIG) was established to provide a focus for promoting ideas from staff that could improve the way people work, the experience of patients as well as enhancing the quality, safety, cost and delivery of care.
Options and decisions required <i>Clearly identify options that are to be considered and any decisions required</i>	Through discussions at the group it is clear that this important work is taken to the next level. We have clearly established that the Trust has the appetite for innovation and improvement and that we are nurturing great talent, therefore now is the right time to strengthen links with research and development.
Next steps / future actions: <i>Clearly identify what will follow the Trust Board's discussion</i>	The recommendation is that we should now develop a joint Research and Innovation Strategy to shape the future direction of travel with Innovation becoming part of the Research and Development scope of work.
Consideration of legal issues (including Equality Impact Assessment)?	N/A
Consideration of Public and Patient Involvement and Communications Implications?	N/A

Links to Portsmouth Hospitals NHS Trust Board Strategic Aims, Assurance Framework/Corporate Risk Register	
Strategic Aim	Strategic aim 2: Develop a reputation for excellence in innovation, research & development and education in the top 20% of our peers.
BAF/Corporate Risk Register Reference (if applicable)	N/A
Risk Description	N/A
CQC Reference	N/A

Committees/Meetings at which paper has been approved:	Date
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None	
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1. Background

1.1. The Innovation and Improvement Group (IIG) was formally established in July 2013 with membership drawn from across the Trust. It has representatives from Medical and Dental, Nursing, Allied Health Professional and Management staff and meets monthly as a group. It was established to provide a focus for promoting ideas from staff that could improve the way people work, the experience of patients as well as enhancing the quality, safety, cost and delivery of care.

2. Work to Date

2.1. The Group has been meeting for 18 months and during this time has achieved a number of successes.

2.2. A new Ideas Process was established that built on the existing ideas process which was managed through the Programme Management Office. The process was piloted successfully in both the Women & Children's and CHAT Clinical Service Centres and then rolled out across the organisation to enable staff to submit ideas on a 'postcard' to their respective management teams, with a guaranteed response even if the idea could not be taken forward. In some cases these ideas were acknowledged as having Trust wide application and therefore individuals came and presented their ideas to the group. So far the group has received 168 ideas since 2011 with 35 of the ideas being considered through the IIG.

2.3. Improvement Champions were launched last year across the Trust, as a means of providing a conduit between the IIG and services, for escalating ideas and disseminating information about innovation and improvement. We have 50 champions, most of whom have been given training on the ideas process and their role at a workshop run by NHS Innovations South East, with a further workshop being set up for those unable to attend at the time.

Key responsibilities of the Ideas Champion are:

- To identify and set up a suitable Improvement Ideas area in your specialty / department / CSC / professional or staff group and display the posters and postcards in a dedicated information area for ideas and innovation and keep it updated
- Cascade awareness of the Improvement Ideas location through your area
- Cascade innovation and ideas communications to your area, for example Innovation Cup, funding source applications
- Identify ideas during team meetings and discussions
- Seek out new ideas from the teams and help the teams to articulate their ideas in a tangible way
- Support the owner of the idea by helping to present their idea, for example 'to sell what you create'
- Help others to develop, implement and embed their own ideas
- Support and facilitate ideas
- Communicate the outcomes of ideas generated through the Improvement Ideas newsletter

2.4. The Innovators Cup was established last year as an annual competition for staff to apply for funding and project support for their ideas.

In 2013 a 'Dragons Den' style competition was organised for nursing staff. This was built on by the IIG in 2014 and launched last summer. This resulted in 15 applications, five of which were shortlisted and judged by a panel, made up of senior representatives from the Trust and local leaders in business. The winner and highly commended staff and ideas were announced in December and the Innovators Cup and ideas funding awarded at Team Brief. The Innovators are currently working with nominated mentors to take their innovative ideas to the next stage of implementation.

2.5. An Improvement Ideas Newsletter was launched in the summer following feedback from the Senior Management Team that they would like to know more about Innovation and Improvement and the second seasonal newsletter has just been published.

3. The Way Forward

- 3.1. Through discussions at the group it is clear that this important work is taken to the next level. We have clearly established that the Trust has the appetite for innovation and improvement and that we are nurturing great talent, therefore now is the right time to strengthen links with research and development.
- 3.2. To date Professor Anoop Chauhan has been involved through membership of the IIG and as a panellist for the Innovators Cup. The recommendation is that we should now develop a joint Research and Innovation Strategy to shape the future direction of travel with Innovation becoming part of the Research and Development scope of work.
- 3.3. This does not mean to say that we detach it from the day-to-day business; rather we provide the support through Research and Development to take Innovation and Research forward together, linking the implementation of Research and Innovation into the business through the Transformation Board and its process for developing ideas and projects into mainstream change. This provides the necessary support for innovation going forward and builds on the successful work to date of both Research and Development and the Innovation and Improvement Group.

Deborah Burrows; Head of Transformation
February 2015