

digitalhealth

REWIRED
BIRMINGHAM 12-13 MARCH 2024

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**DIGITAL
LEADERSHIP
AND TEAMS
STAGE**

Stage Sponsor:

 **Microsoft**

 **NUANCE**

Challenges and learning in the building of the Clinical Informatics team

-
- 3 significant challenges in Acute NHS Trust
 1. Clinical informatics team mirroring the patient journey
 2. Only for EPR delivery – Christmas effect
 3. Long-term development and standards

Why?

The purpose of the Clinical Informatics team is to optimise healthcare delivery through strategic application of information technology and data management within clinical settings



The aim of building the “Office of Clinical Informatics “ is to :



Workflow optimisation



Adoption of systems



Regulatory compliance and standards



Continuous improvement



Promote innovation and research



Improve digital and data literacy in the organisation



Improved data collection and utilisation



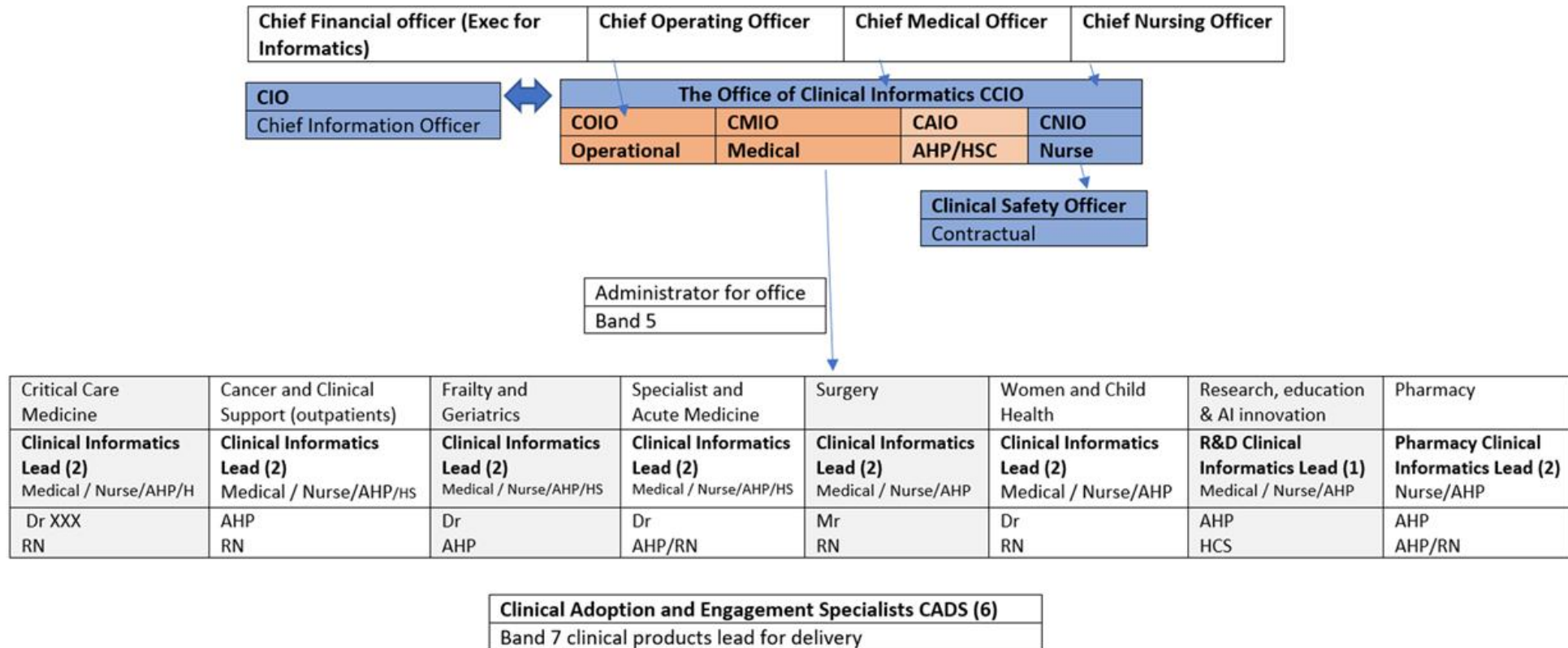
Connect with users and user design



Foster collaboration

How did we envisage the Clinical Informatics team?

The Structure of Clinical Informatics at BHRUT



NHS clinical informatics team journey



Barking, Havering and Redbridge
University Hospitals
NHS Trust

Job title- Clinical Informatics Leads (CIL)

Medical and Dental

Job Description and Person Specification

ge

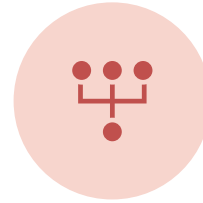
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Objectives and Goals



Interdisciplinary
Collaboration – learning
from each other, breaking
down silos and hierarchies



Support the tender,
selection, strategy and
implementation of an EPR



Introduce and build the
Clinical Safety culture at
BHRUT



Support the engagement
of staff whilst managing
expectations

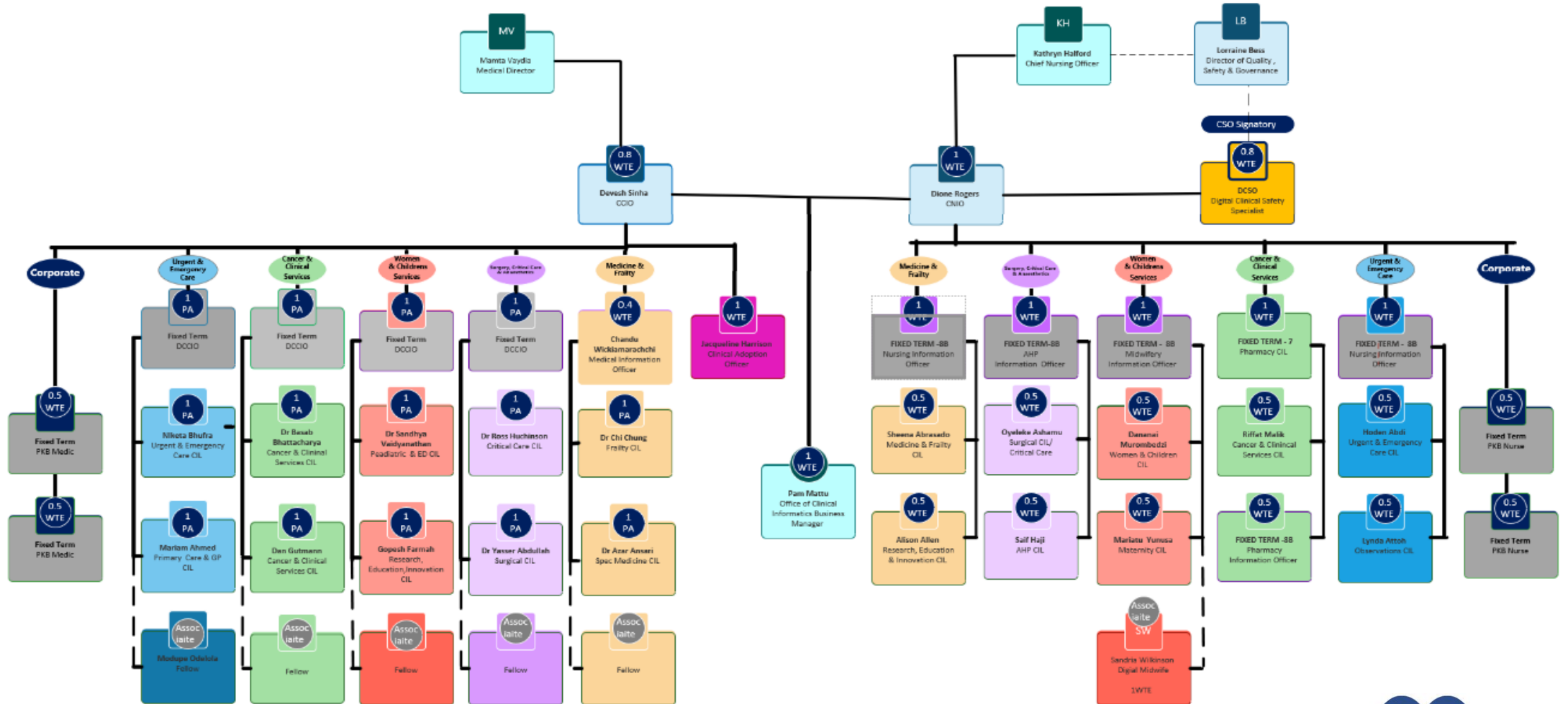


Increase informatics
knowledge for more
clinicians, promoting
opportunities for careers



Test new ways of working –
positive disruption i.e
50/50% roles

Office of Clinical Informatics Organisational Structure



NHS clinical informatics team mirroring patient journeys



Inside and Outside the walls of the hospital



Competing the same resources = running the hospital or informatics



Good enough representation or detailed SME

Learning through Partnership and Diversity

The creation of the CII team has embraced inclusion and diversity as part of our core principles. **Everyone matters**



Every Division Represented



All Professional roles included

Healthcare Scientists, Doctors, AHP's, Nurses and Midwives



Differing levels of experience and expertise



A wide range of ages, male/female split & cultural backgrounds



Working with Experts

Opportunities to work with colleagues such as HR experts, IT staff, engagement lead, Comms manager, IT training team and patient partners

NHS clinical informatics team only for EPR deployment



CIL for Christmas only ?



Extensive short-term workforce for EPR deployment



Long-term NHS patient journey CIL representation

TRAINING PROGRAMMES COMPLETED IN 2023

7

STAFF
ATTENDED
REWIRED
CONFERENCE

GENOMICS
AMBASSADOR
WORKSHOPS (2)

CLINICAL SAFETY
OFFICERS TRAINED

22

CHANGE
MANAGEMENT
PROGRAMME -
NHS E

10

(3)
BADGERNET
CONFERENCE

HEALTHCARE
STRATEGY
FORUM

16

1

DEVICES
WORKSHOP

ASPIRING DIGITAL LEADER
SCOLARSHIPS -
FLORENCE NIGHTINGALE
FOUNDATION (2)



Year in review- notable achievements

**CLINICALLY
LED EPR
SELECTION**



**HOME OFFICE
OVERTURNED SKILLED
WORK VISA DECISION
TO ALLOW CLINICAL
INFORMATION**



**CLINICAL
SAFETY
CASES
REVIEWED**

15



Clinical Safety Culture



**DIGITAL
CHAMPIONS
ONBOARDED**

Engagement

**10,000
PIECES OF
PAPER = 1**



**FIRST
SUSTAINABILITY
GOALS ACHIEVED -
LIMITING COLOUR
PRINTING ACHIEVED**



**FIRST DIGITAL
PATIENT
PARTNER
RECRUITED**

**FIRST DIGITAL
VILLAGE
LAUNCHED
WITH**



Digital Inclusion



**DIGITAL@BHRUT
A YEAR IN REVIEW
2023**



**GENOMIC
INTEREST
GROUP**



**EQUALITY
DIVERSITY
INCLUSION**

**EQUALITY IMPACT
ASSESSMENT
APPLIED TO
DIGITAL PROCESS**

**PROVEN ABILITY TO
OPTIMISE & DEPLOY
CURRENT SYSTEMS -
50% INCREASE**

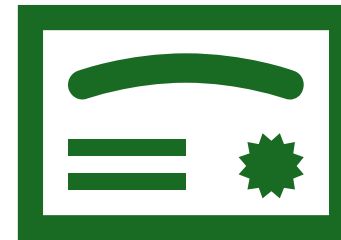


**DIGITALWARD
ACCREDITATION
ALIGNMENT -
GETTING TO GOLD**

Long-term development and maintaining standards



Team and running as a department or speciality



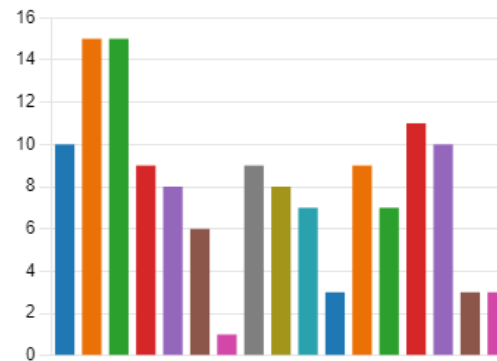
Core standards and on-the-top opportunities

Are we focusing on the right skills ?

11. What new skills have you developed in the past year ?

[More Details](#)

● Digital literacy improved	10
● Communication & Engagement ...	15
● Clinical Safety	15
● Change Management skills	9
● Report writing	8
● Policy writing	6
● Finance and/or business case de...	1
● Data literacy	9
● Presentation skills	8
● Presenting skills	7
● Research skills or feedback skills	3
● Public speaking	9
● Chairing meetings	7
● Project management	11
● Technical understanding	10
● Technical skills	3
● Other	3

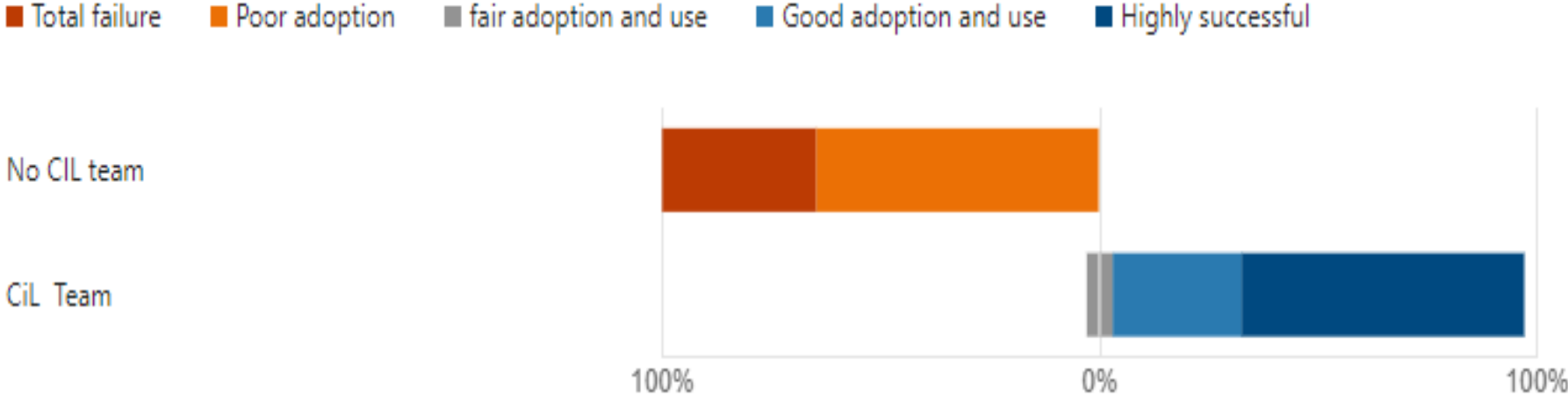


100% of staff who responded said they had developed communication , digital safety skills and change management skills

Likely success of the EPR implementation

12. What is the likely outcome of the EPR implementation depending on these two statements

[More Details](#)



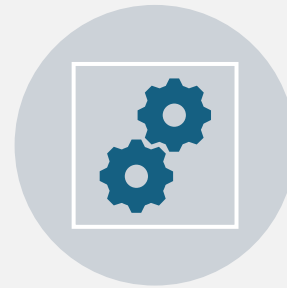
35% said there would be a failure of success without a CIL team. 65% said there would be poor adoption.

6% said fair adoption with the team in place . 29% said there would be a good adoption and use and 65% said it will be highly successful .

Summary - The learning of building a Clinical informatics team



Vision of creating a team that mirrors the organisation and journey



Balancing operational and informatics resources



Double-layered team for EPR and long-term



Reasoning and maintaining standards