

DHS workshop

**Supporting Doctors in enhancing clinical
performance:
Benefits and Strategies**

Overview of the Day

- Background to the workshop
- Linking credentialling and scope of practice to performance review
- Barriers to implementing a state- wide performance review and support system for SMS
- Strategies for success in implementation
- Engaging clinicians- the UK experience
- Learning from the UK experience
- Next steps

Objectives of the Day

- An understanding of barriers to implementation of the credentialing and scope of practice policy
- A shared understanding of the benefits of engaging with medical staff
- An agreement on the key elements of a standardised review and support process for Senior Medical Staff

Process for the day

- Aim is to get discussion, ideas, benefits and barriers clarified and addressed. Process of discussion itself is of key importance
- Discussion will take place on tables and feedback will have some limitations due to the numbers
- All the documentation prepared at the tables will be incorporated into a workshop report
- If a table hasn't been asked to formally feedback and there are views that haven't yet been discussed, these will be requested

Process for the day

- Tables have been selected to gain a variety of perspectives for good discussion
- In any impacts (benefits, barriers, strategies) consider effects on:
 - Health Service Organisations
 - Doctors
 - Patients

Benefits

- *What are the benefits of adopting a statewide process for review and support of senior medical staff?*
 - List up to 5 benefits
 - Transpose these benefits to 5 post- it notes

Barriers

- *What are the barriers to the introduction of a statewide review and support system for senior medical staff?*
- Individuals write 3 post its with one barrier on each
- At each table group the post it notes into like categories
- Agree on a heading for each category – heading at least 2 words. Transpose the headings onto post it notes
- Individuals select the 3 headings that are most important and score these 6/3/1
- Add the scores of the group and place the collated score on each headed post to rank the headings

Strategies to assess the barriers

- Each table takes its top 2 headings and agrees on 2 strategies to address each of the barriers
- As a group assess and agree on each of the strategies using:
 - Practicality
 - Timeliness
 - Effectiveness
 - Cost
- Use a points score of 1-5 where one is the lowest level and 5 is the highest level (reversed for cost)
- Write the total points score against each strategy

Action plans

- *For each of your strategies that has scored over 14, develop an action plan*
 - What needs to be done?
 - How will it be done?
 - What resources are required?
 - Who will be responsible and who should be involved?
 - When will this be done?

Considering the UK experience

- *Are there any other things that require consideration in developing our strategies?*
- *Are there any other strategies we need to develop?*