



#DHSS23

Developing high performing clinical informatics teams

Chair: Dr James Reed

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Developing High Performing Clinical Informatics Teams

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What you signed up for

Discover the latest strategies and initiatives by the Faculty of Clinical Informatics to develop high-performing clinical informatics teams.

Explore competency frameworks, education, training, and accreditation processes that empower professionals in this dynamic field.

Participants will gain insights into comprehensive resources and guidelines to enhance skills, knowledge, and effectiveness.

My journey



- Experience in pharmaceutical medicine, lifestyle medicine, early stage health tech start up
- Attended Digital Health Summer School with a bursary from The Shuri Network
- MRCGP October 2022
- Applied to become a Member of the FCI
- Mentored by Dr Mark Bailey
- Took a career break to explore Digital Health

Latest reports 1/2

What a good digital / clinical informatics team looks like

- Recommendations developed following 19 interviews with a range of different providers from across the UK by an expert group of the FCI.
- Includes
 - Clinical Leads
 - Subject Matter Experts
 - Clinical Change Agents
 - Clinical Safety Officers
 - Clinical Trainers
 - Clinical Analysts
 - Emerging roles: Superusers, Digital Champions

Latest reports 2/2

Digital Implementation and Optimisation: Organisational Attributes for Success

Conducted interviews with organisations across the UK and included those with both positive and negative experiences of digitisation.

An engaged and digitally literate Executive and Board

Board level ownership and understanding of clinical safety and risk management in digitisation Digital strategy that aligns with the organisations clinical and operational aims and is reviewed regularly to ensure it remains relevant

A digital team which includes clinical and technical side by side

Investment in digitisation and digital teams in the long term as a key enabler of change within the organisation

A culture that supports change and continued optimisation of digitally enabled care

A governance
structure that includes
a clinical committee
with oversight of
applications for
optimisation from
across the
organisation

Investment in the infrastructure to support full EPR functionality

Continuing Professional Development

- Competency frameworks
- Education
- Training
- Accreditation processes





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Core Competency Framework for Clinical Informaticians

Click here to view the protocol and report for the Core Competency Framework, setting out the workings and detailed findings.

Domain 1: Health and Wellbeing in practice

Description: This domain refers to the underlying health sciences knowledge and scientific/research skills that allow clinical informaticians to understand and continuously improve the quality of health and social care services and safe guard standards of care using informatics as an enabler. To be able to identify problems and develop solutions to clinical informatics problems, there must be an understanding of the health and social care system structure including the organisational, economic and political context, processes and data flows, and current challenges across the wider health and wellbeing field.

In this section **Professional Competencies** Implementation of the FCI Core **Competency Framework** Job descriptions **CCF Reports Core Competency Framework for Clinical Informaticians** Core Competency Framework - FAQs Contact **Special Interest Groups**



Appendix B: Exemplar job description and person specification for a Chief Clinical Informatics Officer

Job Description

Job Title: Chief Clinical Informatics Officer (CCIO)

Salary: As determined by the organisation and comparable to other Executive

positions (Please refer to separate guidance, section 3.6)

Hours of work: As determined by the organisation (Please refer to separate guidance 3.5)

Reporting to: Chief Executive Officer

Job Summary:

Reporting to the board, this Executive role is predominately transformational; leading on the innovation and improvement of clinical services through the use of informatics to achieve:

- 1. A better patient experience
- 2. Digital empowerment of patients and citizens
- 3. High quality integrated care with better health outcomes
- 4. Improved staff satisfaction
- 5. Financial sustainability

The role leads on new ways of working through the use of digital and informatics technologies, transforming care delivery across all clinical environments and professions. It requires the postholder to act as an ambassador for the agenda across the system including acting as a spokesperson for the organisation.

The post holder will provide sound clinical advice and guidance, working collaboratively with clinical leaders and key stakeholders to ensure the appropriate, consistent and successful use of integrated knowledge and information systems, for example electronic patient record systems, including decision support. They will also promote innovation and champion the development of a clinically appropriate information culture, as an enabler of change and quality improvement across the organisation.



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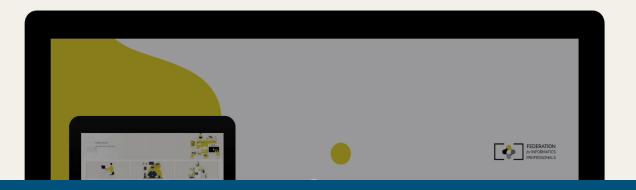
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Get in touch with questions about programmes and how to apply

Take home messages

- What good looks like
 - Core Competency Framework
 - Exemplar job description
- Need for transformation and change in culture
 - From Executive and Board level
 - Investing time and money into clinical informaticians, both clinical and technical staff

Summary of resources

What a good digital / clinical informatics team looks like, FCI – to be published

Digital Implementation and Optimisation: Organisational Attributes for Success, FCI – to be published

https://fci.org.uk/menu2/professional-competencies/implementation-of-ccf.html

https://fci.org.uk/menu2/professional-competencies/job-descriptions.html

https://www.fedip.org/fedip-hub

https://digital-transformation.hee.nhs.uk/digital-academy





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