

QI Training Transfer Organisational Checklist

To enhance the impact of training transfer on service delivery and outcomes in Health and Social Care Organisations consideration should be given to the following domains:

Organisational Accountability

Quality Improvement is integral to Positive Organisational Culture

- The value of QI recognised by Senior Management Teams and incorporated into Organisational Strategy.

Accountability of Trainee and Organisation

- Consideration of a joint learning agreement with the trainee and management prior to and post training.

Expectation of Outcome for Investment

- Outcomes to be considered in relation to the domains of Quadruple Aim.

Organisational Support

Senior Management Sponsorship

- Trainee and Quality Improvement initiatives have tangible senior manageable support.

Importance of a Visual Sponsor

- Building will for improvement is enhanced by recognisable support.

Line- Management Support

- Local understanding and resource to enable trainee to propagate improvement.

Trust Strategy Alignment

Projects Aligned to Organisational Strategy

- QI initiatives with most long term impact are aligned to Organisational Strategy.

Senior Managers use QI Skilled Staff to Deliver on Organisational Priorities

- Recognition of the value added to Trust initiatives by staff skilled in QI approach

Resources

Resources to enable improvement impact include:

- Protected Time
- Job Planning
- Career Pathways in QI
- Admin Support
- Data Analytics for Initiatives
- IT systems to support QI initiatives
- QI Expertise in Organisation to support projects
- Mentors

Support for Scale and Spread

Recognition of effort to facilitate interdisciplinary/ interorganisational coordination necessary to enable scale and embed positive improvements.

Recognition of the Value Added to the Organisation by QI

Recognition of Effort and Impact

- Celebration of success.
- Organisational sponsored assessment of impact.

Incentive/ Reward

- Individuals and teams have incentive to improve quality and bring value adding initiatives to the organisation.

Evaluation

Evaluation embedded into QI investment

- Resources are allocated for evaluation of QI effort.

Overall accountability and impact with regards to Quality Improvement

- Essential organisation expectation and scrutiny of QI effort.

Organisational Metrics to evidence impact of service improvements and innovations

- Partnership with performance and governance teams in planning organisational QI strategy.

Networks

Establishment of QI Networks

- Organisational establishment of QI Networks supporting people trained in QI.

Connecting and Building a QI Community

- Resource and facilitate participation of staff and teams in local, regional and international networks.