



<p>Title of the project</p>	<p>Establishing an Integrated Proactive Care Hub for patients living with frailty</p>
<p>Sponsor Name, Title, Host Organisation</p>	<p>Dr James Adams, Clinical Lead (RSCH) for the Guildford & Waverley Integrated Care Partnership and Chief of Service for Access and Medicine Division, Royal Surrey County Hospital NHS Foundation Trust (RSCH)</p>
<p>Explain the project in one sentence</p>	<p>To establish effective mechanisms for risk stratifying patients living with frailty within a locality and to integrate provider organisations and clinical teams to deliver proactive comprehensive geriatric assessment within a geographical community hub.</p>
<p>Tell us about the project and sponsor in no more than 175 words</p>	<p>Working within the Guildford & Waverley Integrated Care Partnership (ICP) and with project management teams (RSCH and G&W CCG) the fellow will be the 'glue' bringing stakeholders together to improve the healthcare system for patients living with frailty.</p> <p>The following projects are required to deliver an integrated pathway:</p> <ul style="list-style-type: none"> • Risk stratifying according to degree of frailty • Standardising pathways for minor, moderate and severe frailty cohorts • An integrated care hub for proactive Comprehensive Geriatric Assessment (CGA) • Teaching and training in frailty competencies and quality improvement (QI) methodology

	<p>The fellow is not expected to deliver all of these pieces of work. This offers flexibility for the fellow to shape the problem and deliver change in an area that most interests them.</p> <p>Dr James Adams is a Consultant Geriatrician with a track record in service redesign and quality improvement. He is a keen educator committed to developing clinical leaders of the future in service and system change management.</p> <p>The fellow will work as part of the senior team of the G&W Frailty and Integrated Care ICP and the team members will offer Executive level expertise and mentorship to the fellow.</p>
<p>What skills or attributes are you looking for in a fellow?</p>	<p>We are looking for a committed and enthusiastic individual with a clinical background who wishes to enhance their experience, knowledge and skills in healthcare leadership and management. They must have excellent communication skills and the required emotional intelligence (self-awareness, self-restraint and empathy) to lead change in complex health and care settings. A commitment to personal development and objective setting is key, making the most of the broad range of training and development opportunities offered.</p> <p>They will need to embrace change and will have to demonstrate the ability to lead teams towards the goals of the project. An understanding of organisational approaches to quality improvement and development of coaching and educational programmes is desirable. The fellow will need to have the flexibility and leadership skills to develop their own coaching abilities in QI. They will need to be comfortable with a degree of uncertainty and to test small changes across the system in order to embed a culture of continuous quality improvement and fulfil key objectives in the project.</p>

Who to contact? (Please include a brief bio, contact details and photo)



Dr Adams qualified from Imperial College School of Medicine in 2003, was appointed Consultant Geriatrician at the RSCH in 2013 and gained a distinction for his MSc in Leadership and Management in Health in 2015. In the same year he founded the innovative inpatient Older Persons Advice and Liaison (iOPAL) service and the 60 bedded Older Peoples' Unit (OPU). He based these services on Lean quality management principles.

As Clinical Director for Frailty Services he led the Acute Frailty Team (AFT) project in 2017/18. Through quality improvement tools and techniques ('big room' approach) he established a multidisciplinary team managing patients living with frailty in the emergency floor, a Rapid Access Clinic for Older People (RACOP) and a 16 bedded Older Peoples' Short Stay Unit (OPPS). Overall this has reduced median length of stay in > 75s by 25% and reduced medical outliers in surgical beds over last winter by 75%.

Appointed as Chief of service in late 2017, he is a major contributor to emerging systems of care for older people across the whole system.

His main interests are managing patients with frailty in acute crisis, healthcare systems and the interaction of quality improvement techniques with older peoples' care.

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