

Improving the Quality of Induction for Junior Doctors in the Intensive Care Unit: A Quality Improvement Project

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INTRODUCTION

- The Intensive Care Unit (ICU) is a complex environment in healthcare. For junior doctors starting their placements, it can be overwhelming and challenging to navigate.
 - Feedback from trainees has highlighted dissatisfaction with the current induction process. The existing induction does not effectively equip them with the necessary confidence and abilities to operate efficiently within the ICU.
 - Comprehensive, safe, and effective induction is crucial.
- Guidelines from the General Medical Council (GMC) and the Academy of Medical Royal Colleges emphasise the role of well-planned induction in boosting trainees' confidence, enhancing patient care quality, and optimising organisational efficiency.
- Identifying the gap in the existing induction process, this Quality Improvement project aims to enhance the induction process in the ICU. The goal is to bolster trainee confidence and skills, leading to improved patient care and an efficient, smoothly-operating unit.

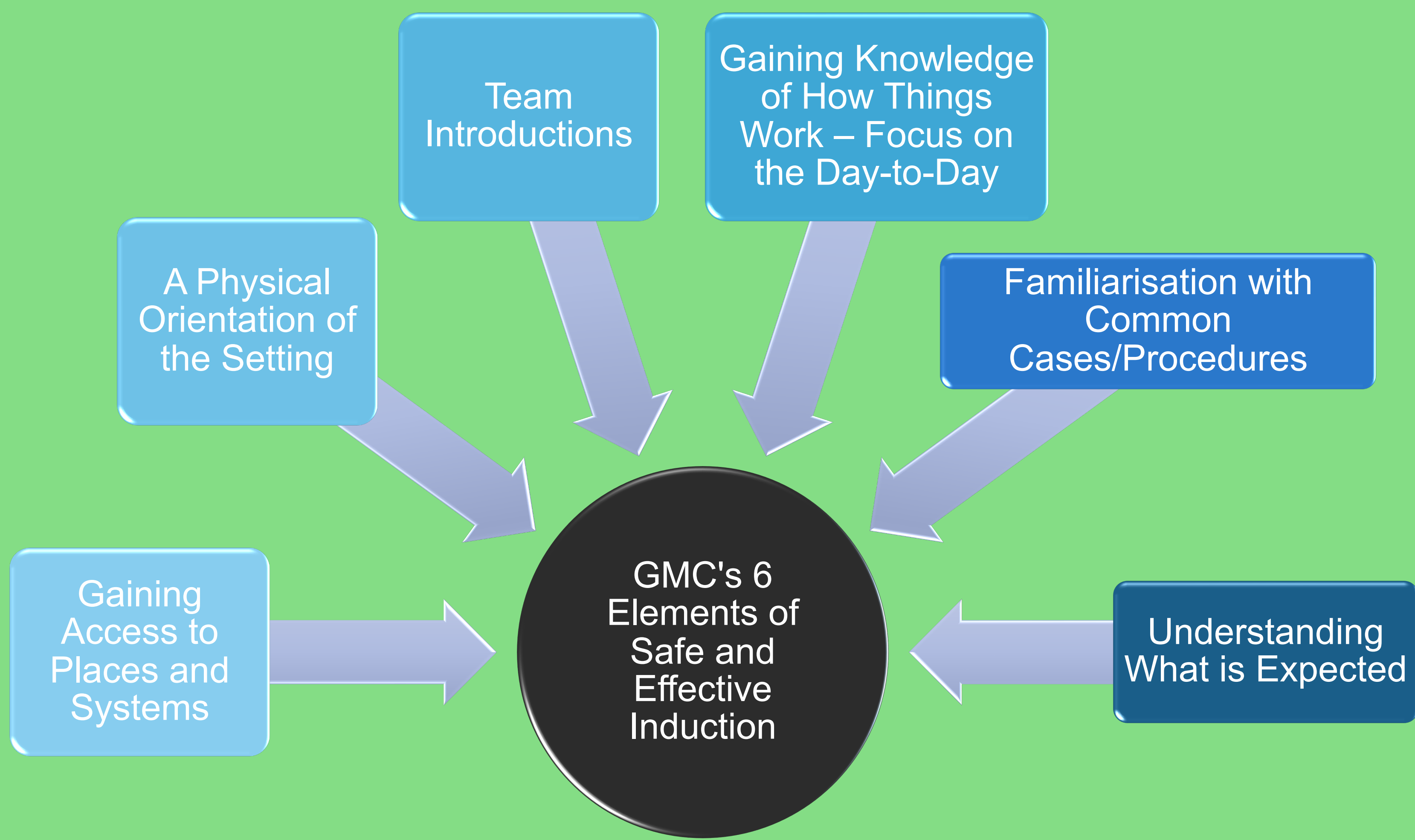
Trainee Feedback Highlights

- Formal induction for all new SHOs
- Making a booklet for induction
- Introduction to Metavision (ICU's patient management system)
- Gaining access to places and systems. Understanding what is expected.
- If possible, making 2- or 3-days shadowing and observing not to be responsible for patients will be better induction.
- Teaching on common ICU referrals.

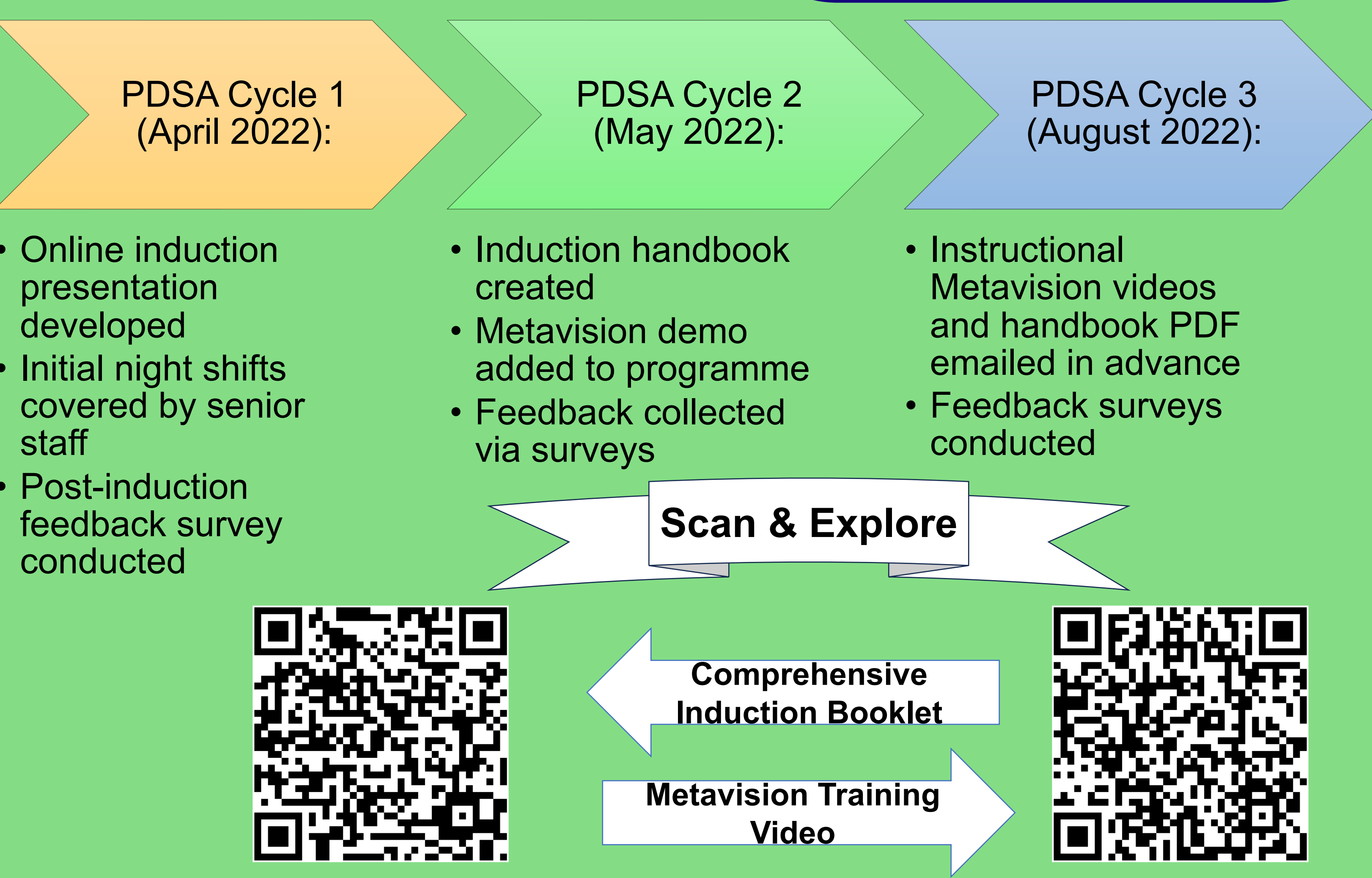
METHOD

This QIP, conducted from April to August 2022, consisted of three primary Plan-Do-Study-Act (PDSA) cycles.

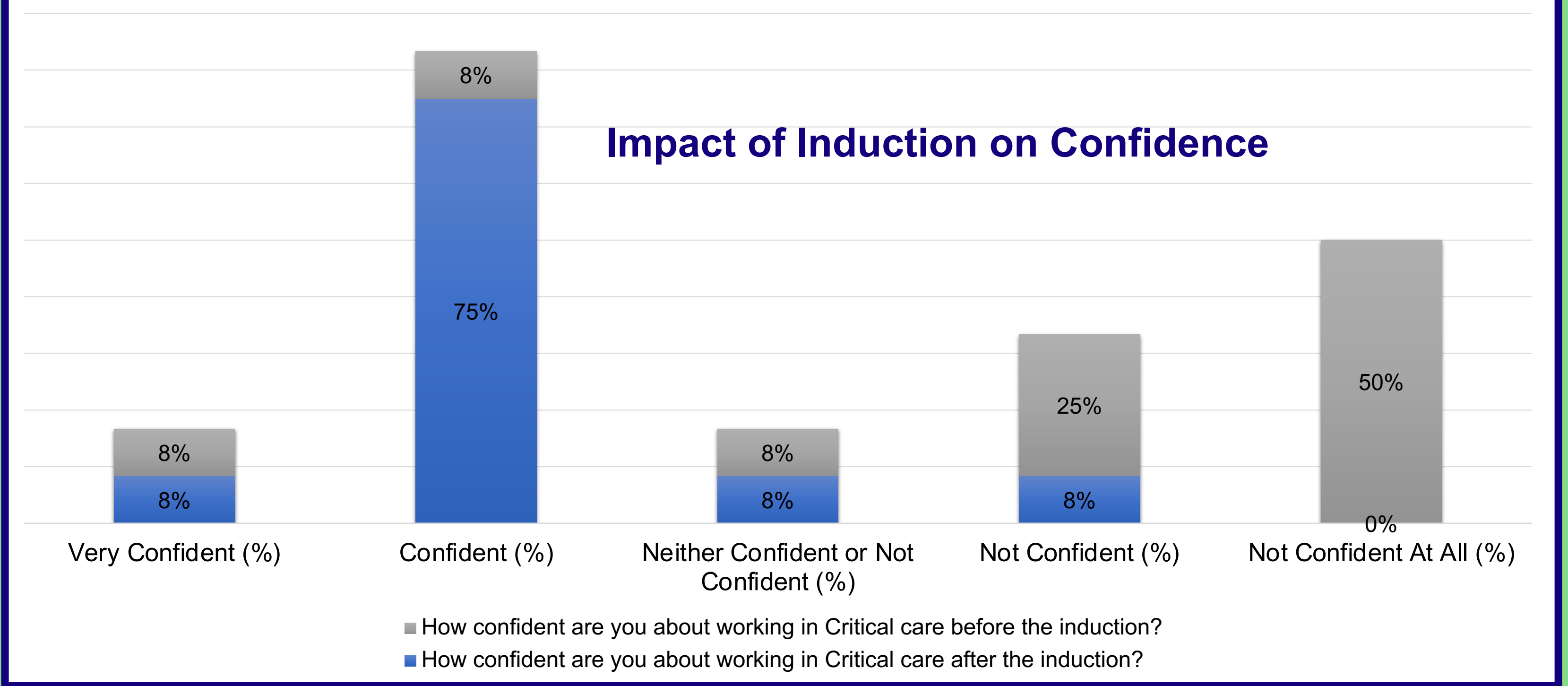
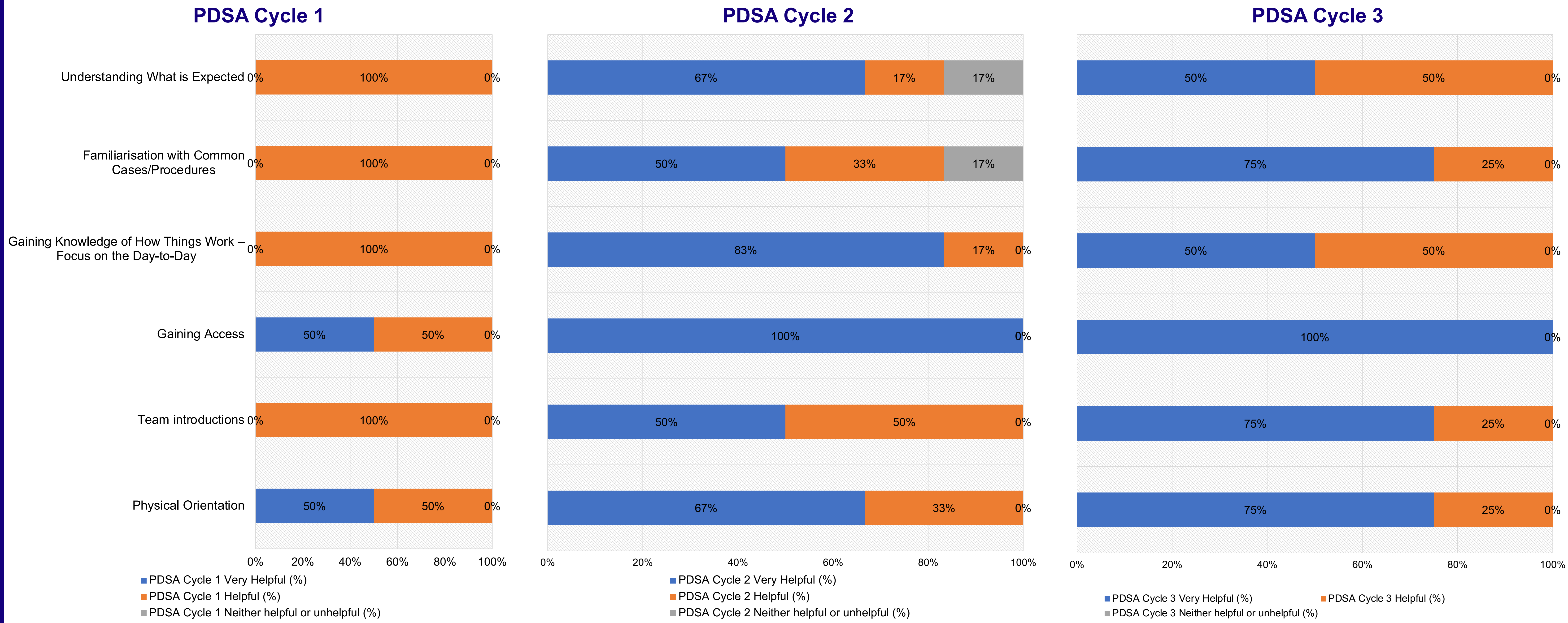
Design – Restructuring Induction Programme



Strategy and PDSA Cycles



RESULTS



DISCUSSION & CONCLUSION

- This study emphasises the crucial role of structured induction within ICU settings.
- The enhanced induction process bolstered junior doctors' confidence and comprehension, aligning with the GMC's six essential induction elements.
- Through iterative PDSA cycles, the programme was refined, leading to quantifiable enhancements.
- These findings could extend to other healthcare professionals starting in novel environments.
- Further research could explore the link between induction quality and factors like staff well-being, adherence to SOPs, patient care, and organisational efficiency

Poster Feedback



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