



Information and how to apply

SALG-BIDMC Scholars 2025 Round

Summary

Beth Israel Deaconess Medical Center (BIDMC) is a major Harvard Medical School teaching hospital with a long tradition of clinical, academic, and research excellence in Boston's highly competitive healthcare environment. In collaboration with the Association of Anaesthetists (the Association) and the Royal College of Anaesthetists (RCOA), under the auspices of the Safe Anaesthesia Liaison Group (SALG), we are now offering a unique program of formal training through Harvard Medical School that aims to develop international leaders in perioperative quality and safety, the *SALG-BIDMC Executive Scholars in Healthcare Quality and Safety*. This program has now been in place since 2019 and is now in its 6th successful year.

Successful candidates) are enrolled in a 2-year integrated executive education program, including the Master of Healthcare Quality and Safety (MHQS) online program from Harvard Medical School [<https://postgraduateeducation.hms.harvard.edu/masters-programs/master-healthcare-quality-safety>], whilst also engaged in clinical practice at a suitable level at the Beth Israel (see below) and a comprehensive program in leadership development. In 2024, the scholars program expanded to include the Boston Children's Hospital as a clinical practice site for candidates through this pathway.

Program goals and oversight

The program provides mentorship through the Program Director for Quality and Safety in the Department of Anesthesia, Critical care and Pain Medicine at BIDMC and Harvard Medical School (Professor Satya Krishna Ramachandran) and Professor Jaideep J Pandit (Professor of Anaesthesia at the University of Oxford). Program oversight is from the BIDMC Department Chair, Professor Daniel Talmor and the co-Chairs of SALG, Dr Phillip Barclay (Association of Anaesthetists Council member) and Dr Felicity Plaat [Royal College of Anaesthetists, council member]. During the program, scholars are encouraged to identify project(s) in the UK that they will develop and lead on, after their return to UK. Harvard and Oxford Universities consistently rank as the world's two top medical schools, based on the excellence of their teaching programs. By accessing mentorship and oversight from program faculty, this scholarship will equip successful candidates with the theoretical,

practical and leadership skills to implement quality and safety techniques and processes within their organizations, in addition to benefitting from the immense network and resources of the Harvard academic community. In essence, the program uniquely positions scholars to succeed in healthcare leadership roles, and several alumni have taken leadership jobs as directors of safety, medical simulation, and global health.

The program includes a 'Capstone project,' a thesis or dissertation based around an identified question in quality or safety. Professors Ramachandran and Pandit will be available to mentor the scholars and support them at each stage. The SALG goal for the graduates is to be able to implement the extensive knowledge gained during the program to form the basis of ongoing work with SALG on their return to the UK.

This work will include but is not limited to assisting with the editing of the Patient Safety Update (PSU), presenting the Capstone and/or other projects undertaken at key national meetings and conferences, writing articles in the College Bulletin and Association Newsletter to promote the program, and taking the lead on one or more safety projects identified under the auspices of SALG.

Entry into the Program

Scholars have appointments at Beth Israel Deaconess Medical Center, and receive faculty positions through Harvard Medical Faculty Physicians (HMFP), the physician group of the hospital. The minimum appointment period is 2 years, and extensions for staff positions are possible by agreement towards the end of this period. However, HMFP does not expect candidates to seek a permanent position in the US (see essential criteria below). Positions are contingent upon the suitable visa and regulatory requirements being granted (which is outside the control of HMFP), but HMFP will support successful candidates through that process.

Details of program

We divide the details into the clinical duties and the Masters program commitments.

Clinical duties

In the US system, clinical services delivery is undertaken by (a) residents, (b) fellows and (c) Attendings/Faculty/Staff (these 3 terms being synonymous). In simple terms, residents and fellows are trainees; the Attendings/Faculty/Staff are consultant-level grades. Successful applicants will join this grade.

All scholars will participate in clinical anesthesia care for an average of 25 hours per week over the two program years. Below is a detailed breakdown of the clinical commitments.

A typical 5-day work week includes one lab day, one 10-hour clinical day, one long day (12-15 hours), and two days to attend the HMS course. The long day 'late calls' occur once a week (this is a system wherein 8-10 staff are assigned to leave at staggered times after hours, depending on the workload). Other call commitments scheduled 1-2 times per month include weekend day shifts (12 hours), overnight calls during the weekdays (16 hours), or overnight calls on the weekend days (24 hours). The appointment does not stipulate specific anesthesia or surgical specialty case-mix, and scholars will experience various clinical care environments within BIDMC. The Scholars will resume 80-100% clinical work (40-50 hours a week) during weeks when the MHQS course is in recess and will be entirely non-clinical during the intensive course weeks. In addition, executive scholars will have an extended orientation period over several weeks to facilitate readiness for independent practice.

The SALG-BIDMC Scholars program aims to attract anesthetists on the UK Specialist Register (or Irish equivalent). In their role as attending staff, the executive scholars will be expected to provide clinical care, either by themselves or by supervising nurse anesthetists or trainees, and are expected to contribute to the on-call service, teach residents and students and participate in the research opportunities in the department that integrate with their Master's Program. They will also be enrolled in a 5-day simulation course at the world-renowned Center for Medical Simulation in Cambridge, Mass.

Master of Healthcare Quality and Safety

This internationally renowned program is conducted through Harvard Medical School and has helped over 100 graduates achieve significant career advancement since its inception. The program curriculum is tailored to help clinicians and clinical administrators improve patient safety and healthcare quality in an increasingly complex and evolving healthcare environment.

This applied program consists of courses in quality and safety, longitudinal seminars, and a capstone project. The core courses include:

- Safety Intensive
- Quality and Systems
- Quantitative Approach to QI
- Longitudinal Seminars (I and II)
- Healthcare Finance and Value
- Applied Quality and Safety in Health Care Settings
- Patient Engagement
- Leadership and Teamwork
- QI Education Training

There are two specialized pathways:

The **Quality and Safety Pathway**: This traditional program pathway is designed for clinicians and clinical administrators who aspire to leadership positions in healthcare quality improvement, risk management, and patient safety. The core pathway goals include 1) Articulate how to best navigate healthcare systems and answer operational quality improvement questions, 2) Develop the infrastructure and processes to support a culture of safety in health care organizations, and 3) Develop skills to lead and facilitate change in health care. Upon successful completion of the program, graduates will be well-positioned to pursue leadership roles, including director of patient safety, assistant or associate quality officer, and director of patient relations and risk.

The **Clinical Informatics Pathway**: This new pathway is ideal for students interested in how electronic systems design and infrastructure can support quality and safety improvements in their work and organization. The core pathway goals include 1) Identify which elements of information systems can be leveraged to improve the quality and safety of health care, 2) Develop skills to perform a gap analysis around information system needs and strategies to address them, and 3) Develop skills to lead and guide frontline providers in advocating for change in the electronic environment. Students who complete this pathway will be positioned to pursue leadership roles, such as director of medical informatics, director of physician engagement, digital health officer, and chief medical information officer.

For more details on the Master program curriculum, follow this link:

<https://postgraduateeducation.hms.harvard.edu/masters-programs/master-healthcare-quality-safety/curriculum>

Academic and operational engagement

All scholars are expected to participate in various academic and operational programs during Monday lab sessions and through various times in the week. These include teaching quality improvement courses for interns, safety courses, and implementation courses for residents, facilitating team training on a unit-team level and large perioperative groups, running event debriefs, performing standard and root cause reviews, and participating in improvement projects. Their Capstone projects typically explore organizational safety or quality improvement priorities. Scholars have published their work in top journals and received awards.

The curricular elements of the scholarship program include:

- Leadership and organizational behaviors
- Change management
- Quality Systems: concepts and implementation
- Data management/visualization
- Learning Health Systems
- Design thinking

- Safety science
- Implementation Science
- Risk management
- ACGME Core Competencies
- Capstone projects

Pay and program benefits

Successful candidates receive appointments as part-time faculty members. Pay for previous scholars has approximated \$230,000 gross, including base pay, call and bonus pay, and a sign-on bonus, with many opportunities to increase income through additional calls. The department underwrites the tuition payments for the MHQS program at Harvard Medical School (\$35,000 to \$40,000 p.a.). Each Fellow receives a free laptop for use during the program time, free malpractice insurance coverage, short and long-term disability insurance, and a \$2500 educational allowance. The program also makes available the opportunity to purchase several types of low-cost health, dental, and life insurance. Each scholar can avail 25 days of vacation and an additional 5 days to attend professional conferences.

Eligibility criteria

This program seeks post-CCT holders interested in a career focused on quality and safety. It is ideal for recently appointed consultants – but a consultant at any level who wishes to enroll in the Master's program is potentially eligible. Those who have reached the specialist register via the CESR route also qualify for this route, as are those who have obtained CCT/specialist register entry but have not yet secured a consultant post (however, the appointment is competitive, so an appointment to a consultant post will be taken into account).

Essential criteria:

- For all applicants: FRCA, FFARCSI or equivalent (or where equivalence is granted via the CESR route)
- Appropriate category of membership or fellowship of **both** the Royal College of Anaesthetists **and** the Association of Anaesthetists
- Full registration on the UK GMC register, including post-CCT entry on the specialist register (or for Irish members of the Association, appropriate registration on the Irish medical register)
- Confirmation of current and ongoing employment in the UK NHS (or Irish health service)
- This pathway is not available to SAS or Associate Specialist or Trust Grade doctors, unless they are also on the specialist register and eligible for appointment to consultant grade.
- On completion of the Scholarship the candidate will be expected to sit on SALG as a 'Scholar representative' for a minimum period of one year, as part

of their ongoing mentorship as future leaders in safety, as well as to harness the experience they have learned for the development of SALG

Desirable criteria

- ECFMG certification: USMLE steps 1 and 2 and 3 are desirable but not mandatory.
- Appointment to an NHS consultant post, or equivalent academic post
- A track record of excellent clinical care attributes and organizational citizenship
- Evidence of interest in quality and safety
- Higher academic degrees that indicate intent and ability to excel in academically rigorous environments
- Track record of relevant publications in peer-reviewed journals.

Application process

The deadline for applications to be received no later than noon **Monday 30th June 2025**. Interviews (online) will be held in **mid-July 2025** (exact date to be confirmed before the end of February 2025). Successful Fellow/trainee candidates will commence their program on **1 July 2026 or 1 July 2027** if seeking a deferred year, depending on the completion of necessary paperwork including, but not limited to, visa and medical license processes. Successful Staff/consultant candidates will commence the clinical part of their position as soon as all the necessary milestones are achieved and join the Master program cohort on the following 1 July. Accordingly, candidates are encouraged to apply and plan early and actively participate in the preparatory processes **as soon as they qualify for the interview**.

Interested candidates should;

- Complete the preliminary visa and regulatory screening form
- Submit a letter of intent explaining their reasons for applying
- Submit a full CV including publication list, and any grant funding obtained in the course of their career
- Provide three references, which should be included in the body of the application on headed notepaper and signed by each referee
- If a trainee, should provide a statement from current employer that they guarantee that you will be employed with them on completion of your scholarship
- Submit all of the above as a single file (Word, or preferably pdf) by the closing date. The filename should be the candidate's surname, followed by 'BIDMC' (eg, Smith-BIDMC).

(Note: we appreciate potential candidates may find their proposals disrupted for reasons beyond their control. We intend to be as flexible as possible in handling the process and applications).