

importance of clinicians as leaders has also been acknowledged by the government, with the recruitment of clinicians into strategic leadership roles being prioritised in the NHS long term plan.

It is perhaps surprising, therefore, that leadership and management training is not integrated into Higher Specialist Training (HST), and exposure to such experience is limited. Consequently, new consultants feel underprepared for the leadership and management aspects of the consultant role, particularly relating to topics such as managing people, managing conflict, system differences and structure of the organisation and managing complaints.

Recognising these issues, we developed a bespoke 3-day leadership course for middle grade doctors, incorporating these topics as focal themes.

Aims and objectives of the research project or activity The aims of this project were:

1. To introduce NHS leadership and management concepts to middle grade doctors.
2. To increase knowledge and confidence in dealing with common aspects of leadership and management.

The programme was designed with the aim of equipping middle grade doctors with essential skills and knowledge necessary to be an effective leader, and to help prepare them for the transition to the consultant role.

Method or approach The programme ran across 3 days over the course of 5 months during 2023. Middle grade doctors from all specialities and including both training and non-training grades, were invited to attend.

Sessions were facilitated by clinical and non-clinical speakers in leadership and management positions at our trust, and sessions covered a range of topics including Leadership Styles, Emotional Intelligence, NHS management structure (including a Q&A session with some of the trust's leaders and managers), Clinical Incidents, Educational Supervision, Doctor's in Difficulty, Complaints, Conflict Resolution and Service Development. Delegates were also invited to participate in a 'Buddy Manager' scheme, where they were paired with someone in a leadership or management role, to gain hands-on experience by shadowing them.

Pre- and post-course questionnaires were sent out to establish baseline opinion, understanding and experience and to evaluate the impact of the programme on confidence and understanding.

Findings Twenty-four delegates from 13 different specialities attended the course.

Pre-course data highlighted a lack of leadership training and experience. For instance, 78% felt that their training was not sufficiently addressing complaint management skills, only 33% had received training in conflict resolution and only 13% had attended a root-cause analysis meeting.

The programme resulted in improved understanding of a wide range of leadership topics. For instance, 92% of delegates reported being more aware of their influencing style following the programme, and 100% indicated improved understanding of the trust board management system. We also demonstrated improved understanding of the new consultant role, from 8% to 92%, and of the job planning process, from 4% to 85%.

Delegates reported greater confidence in responding to clinical incidents (from 40% before the course to 79% afterwards), their ability to manage complaints (from 17% pre-

course, to 100% post- course), and in the prospect of undertaking educational supervisor roles (from 44% to 93%).

Feedback for the programme was universally positive, with delegates rating all sessions as good or excellent, and 100% stating that they would recommend the course to colleagues. All participants (100%) were more inclined into pursuing a leadership role following the programme.

Key messages This programme has demonstrated a gap in medical training relating to the development of leadership skills required to ensure confident leaders within the NHS, and a need for greater opportunities for leadership development during postgraduate training.

The programme has shown that training sessions can significantly improve understanding of leadership topics and confidence in undertaking leadership roles. That delegates felt more inclined towards pursuing leadership positions following the course, shows that such programmes can also inspire clinicians into these roles. This is important given the NHS long term plan to encourage clinicians into leadership positions.

Our findings should encourage aspiring and current leaders within the NHS to follow suit in developing programmes to help nurture and develop tomorrow's leaders. We recommend more comprehensive inclusion of leadership and management topics into HST curriculums, as well as the provision of such training for middle-grade doctors across all trusts as standard.

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A PROSPECTIVE STUDY TO EXPLORE THE IMPACT OF THE VACCINATION STATUS ON DISEASE SEVERITY AND MORTALITY IN COVID-19

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Introduction District Base Hospital Theldeniya, Sri Lanka was one of the main Secondary care Setting in Kandy District Sri Lanka.

It was selected as a Level 3 Covid 19 Treatment Centre.

As the Medical Director, I Directed my clinical Team to execute this study.

A Prospective Study To Explore The Impact Of The Vaccination Status On Disease Severity And Mortality In Covid-19

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ABSTRACT

Introduction Vaccination is considered the tipping point that will contribute to curtail the ongoing SARS-CoV-2 outbreak. In this prospective cross sectional study, It was explored the impact of the vaccination status with other factors such as comorbid conditions on the disease severity and mortality in covid-19 infection.

Objective To assess the impact of vaccination status on disease severity and mortality in Covid-19

Methodology The study was conducted over a 3-month period in District Base Hospital Theldeniya, which is a level III and the third major Covid-19 treatment center in Sri Lanka. A total of 179 Covid-19 positive patients (82 female, 92 male) were purposively selected and data analysis was done by R and ER studio.

Covid Death rates were rising and vaccination process was started. Some Deaths happened even after having both doses of Vaccines. So several Managerial level discussions were held to raise this issue

2. This abstract was selected for publication in last FMLM convention held in year2022 under the no.94141.

Un fortunately I couldn't attend to present because i met with an accident.

I informed the same to FMLM.

Aims and objectives of the research project or activity Co Authors Were Medical Officers who engaged in patient care in the clinical setting. They used to collect data accordingly.

They were able to collect accurate clinical data at the setting wearing PPE s.

Method or approach It is observed the effect of vaccination particularly the type of the vaccine that is more contributed to disease prevention.

Pfizer, AstraZeneca, and Moderna showed better results and outcome comparatively the Chinese cyanopharm vaccine. deaths found even after having both doses of that vaccine.

Study impact reveal to introduce a better vaccine for use and explore the causative and precipitating factors .

Results of the study were very helpful for clinical decision making and take managerial decisional steps to give effective vaccines for needy.

At the same time to address the public about the precipitating and aggravating factors to be alert on viral infection and promote to wear Personnel Protective Equipment (PPE).

Reproducibility:

The study reveal the out come of vaccination and type of vaccination. AstraZeneca, and Pfizer showed a better outcome.

Findings Vaccination can Reduce the death rates of Covid 19.

Its depend on the type of the vaccine as well.

Prevention of Non Communicable diseases, helpful to minimize the harmful effects of Covid 19.

Of all participants, 87 patients had taken only a single dose of a vaccine, 47 were fully vaccinated (2 doses) while 45 were not vaccinated at all (69 Sinopharm, 37 Covishield, 15 sputnik, 12 Moderna, 1 Pfizer). Out of all, 10.06% became critically ill requiring ICU care and 7.26% needed ventilator support as well. More than half (59.22%) fully recovered, about a quarter (24.58%) recovered, but required follow up. Unfortunately, 29 patients (16.2%) died of Covid-19. When vaccination status and the disease severity were considered, most of the fully vaccinated (55.4%) were mildly symptomatic and most (33.3%) of the not-vaccinated group were moderately symptomatic. Most, i.e.; 16 of the total 29 mortalities were from the group vaccinated with Sinopharm.

Of all, 61.45% had one or more co-morbidities such as Diabetes mellitus, cardiovascular disease, lung disease, malignancy or immunodeficiency etc.; 75.9% of deaths were from this group, in compared to 24.1% in previously well patient group.

Share the results with other organizations and relevant stakeholders.

Discussion Covid-19 infection has a clinical spectrum of disease from asymptomatic to critically ill, however, the greatest proportion presented with mild infection. Vaccination status i. e.; fully or partially vaccinated or not vaccinated, and the type of the vaccine showed a significant influence on the disease severity and outcome including mortality. Also, the presence of co-morbidities augmented the severity and mortality in Covid-19.

Conclusions and Recommendations Vaccination effectively lowers the disease severity as well as mortality. Howbeit, the vaccine type and the presence of co-morbid conditions can greatly alter the disease outcome. Our findings strengthen the fact that the vaccination is the sustainer in Covid-19 pandemic control, further gives an insight to the future vaccination schedules.

Covid-19 Vaccination, Covid-19 Disease severity, Covid-19 mortality

Key messages Vaccination is the best option to prevent Covid 19.

Its Depend on the type of vaccine, particularly DNA vaccines manufactured in United Kingdom shows better results.

Prevention of Non Communicable diseases, helpful to minimize the harmful effects of Covid 19

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TRANSFORMING REPORT RECOMMENDATIONS THROUGH AI

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Introduction This project critically examines the use of language within NHS Serious Incident Reports, focusing on the balance between technical and humanistic language types. We hypothesise that the overuse of technical language in the current reports is hindering improvements by contributing to repetitive recommendations. While technical language is defined as specialised words with focus on processes, the concept of humanism is a more progressive one, aiding and affirming our ability and responsibility to engage in values-based decision making, leading to greater personal and organisational fulfilment and continual aspirations for greater good. The research aims to explore how humanistic and technical language could be used harmoniously to create a new perspective on serious incident reports. A new perspective could potentially transform recommendations, producing difference and novelty.

Aims and objectives of the research project or activity The research aims to contribute to a deeper understanding of words used in SI Reports, expressed in the following aims and objectives:

1. Evaluate the current language style and type used in Investigations and Clinical Reviews using a closed-system generative AI developed by our research team
2. Investigate the potential benefits of an increased focus on humanistic language, building on the Systems Based Approach outlined in the Patient Safety Strategy
3. Develop recommendations that incorporate a more humanistic language, capturing a new perspective.
4. Implement and evaluate the impact of increasing humanistic language in a real-world setting.

Method or approach In the initial phase, a comprehensive background research revealed a repetition in current approaches, prompting the exploration of language analysis as a key avenue for improving recommendations within the NHS. Consultations with practitioners and field experts led to the strategic decision to employ AI for language analysis within SI Reports, subsequently developing ProtoNLP, an NLP