

Target and action plan Action plan for the Division of Division of Gynaecology and Obstetrics 2021-2025

Updated 19th January 2024

Target group and scope

Employees, employee representatives, Data Protection officer, and managers in Division.

OUS vision: Together with the patient, we develop tomorrow's treatment.

Our shared value base is the national values for the health service: Quality, safety and respect.

Our culture must be open, learning and holistic.

The action plan must contribute to health care being governed by set goals and measures.

Liability

Responsibility for implementation: All employees, employee representatives, Data Protection officer, and managers in Division.

Responsibility for follow-up: The Division's management team and staff

Background

In order to put goal management into a system, all clinic, department and section managers must prepare goals and plan documents in collaboration with their employees, employee representatives, and Data Protection officer. The planning document should be revised annually or more often.

Based on the assigned tasks, requirements, expectations and assumptions, the document shall focus on the tasks to be prioritised and describe measures to achieve the goals.

The goals are followed up in the Division meetings every month. The results from the work with the measures are documented in separate measurement cards.

Overall goal

Oslo University Hospital strategies, OUS Action plans and Action plan for patient safety.

The main points of the strategy:

1. Take the patients' perspective as a starting point.
2. Have a working environment characterised by openness and respect.
3. To be an outstanding university hospital, a learning and creative organisation.
4. Be a good partner and a committed social actor.

Goals and action plan

Main objective 1: Strengthen the investment in clinical research in collaboration with users, business and public sector

Main objective 2: Strengthen translational research as an important link between basic research and Division's clinical activity

Main objective 3: Further develop opportunities for data handling, data analysis and data sharing

Main objective 4: Continuous systematic career follow-up of researchers and targeted recruitment to research positions

Subject	Objective	Target	Measure	Responsibility
Research and innovation	Increase the number of patients participating in clinical research	To have established a well-functioning research unit that has available resources to provide support to the entire clinic's clinical research projects, both researcher and industry initiatives.	Establishment and preservation of suitable premises (examination rooms with equipment, office and storage space at both locations (RH and Ullevål) - Establishing and maintaining facilities for processing, transport and storage of samples at both locations - Employment of a sufficient number of student nurse(s) and Coordinator -Facilitate hiring of part time human medical resources	Dept. R&I
	Implement new models for clinical studies that take height for the development within personalised medicine, as well as include more interdisciplinary aspects in clinical studies.	Creation of at least one new general/thematic biobank	Free up resources to expand the existing biobank system -Continue biobank support, apply for funds for establishment and maintenance of existing and new biobanks	Research Leaders Dept. Leader
	Ensure good and Treatment-related research in all professional areas and build up several outstanding clinical research environments.	Increase the proportion of externally funded studies across all disciplines	Etablere egnede lokaler i tilknytning til klinikk - Legge til rette for at medarbeidere kan få avsatt tid til Søknadsskriving for eksempel ved målrettet bruk av overlegepermisjon og kortidsfrikjøp ved hjelp av eksternt opptjente midler fra studier -Videreutvikle samarbeid mellom forskningsgruppene i søknadsprosesser - Bygge opp og systematisere felles funksjoner til forskningsstøtte med hensyn på personell, lokaler og utstyr.	Dept. R&I Dept. Leader

	Expand national and international cooperation for inclusion in multicenter clinical studies.	Join a new multi-centre industry-funded study annually - Initiate at least 1 researcher-initiated national or international multicentre clinical study	Further develop the clinical research unit - Establish a coordinating unit with support functions for clinical multicentre studies at KVI-OUS during the period.	Dept. R&I
	Stimulate for good interactions, like good meeting places and combined positions, basic research and clinical.	Apply for external funding with specific objectives to promote interaction between basic research and clinical activity (e.g. UiO Life Sciences convergence environment). - Implementation of doctoral projects with both basic and clinical research aspects - Publication of research articles that apply fundamentals research into clinical issues	Preserve and build on existing environments where there is interaction between basic research and clinical activity - Strengthen opportunities for shared positions between clinic and research - Facilitate close contact between researchers and clinical staff	Research leaders
	Facilitate further development of general biobanks and belonging research registers to ensure translational research best possible material and data access.	Apply for central funds for the establishment of general biobanks - Apply for central funds for the conversion of existing biobanks to eBiobank - Ensure that all biobanks in KVI have adequate monitoring and remote notification in case of freezer failure - Increase the proportion of patients who contribute samples to biobanks in KVI	Ensure that all biobanks receive follow-up and necessary servicing of equipment - Allocate resources for biobanking of particularly valuable material - Allocate resources for further development and expansion of biobanks	Head of Research Research Leaders Dept. Leader
	Support curiosity driven, long-term research through creating good and predictable frames for outstanding environments	Publication of articles after PhD - Successful applications for external funds aimed at long-term research - Strengthen support functions for the research groups	Facilitate continued research after the doctorate period - Create positions for research nurses and technicians to support translational research	Research Leaders Dept. Leader
	Provide infrastructure and core facilities that make advanced and resource-intensive	Successful joint application for relevant new equipment with core facility		Division leader Head of Research Research Leaders Dept. Leader

	methodology quickly available for basic and clinical research	- Application for the establishment of a new core facility		
	Design a plan for use of health data in Research			Head of Research Research Leaders Dept. Leader
	Facilitate open research and develop systems for data-sharing which safeguard privacy	That researchers increasingly make use of the Clinical Data Warehouse (KDVH)	Disseminate information and guidance. Coordinate and establish necessary courses in the research committee and research groups	Head of Research Dept. R&I
	Facilitate development and use of datamining, including artificial intelligence, in both clinical research and translational research, and as a tool for treatment	At least one project that initiates work using artificial intelligence use in data analyses	Increase competence about what is required for artificial intelligence in projects, invite speakers to KVis forums (Open research lunch etc)	Research Leaders Head of Research
	Facilitate data flow between patient records and registers, to be automated to the greatest possible extent possible degree.	Work towards Partus integration in KDVH (local/regional). These clinical systems deliver data to the data warehouse: <ul style="list-style-type: none"> •Electronic patient record (DIPS) •The curve system (MetaVision) •Laboratory systems •Radiology systems 	Coordinating the application for a prioritization of a new system	Dept. R&I
	Contribute to national quality registers achieving their goals of complete and representative data collection, analysis and feedback to users as well as research	To contribute to the National quality registers being able to achieve their goals. - Norwegian Female Incontinence Register (NKIR) .The responsibility for data processing lies with the Head of Gynaecology. - National register for maternal mortality: : To increase the coverage rate from KVI from about 70% today to 90 Continue operation and validation of data	Data Collection	Dept. Leader

		<p>as well as contribute with internal data.</p> <ul style="list-style-type: none"> - Norwegian Gynecological Endoscopy Register: NGER. : To increase the coverage rate from KVI from about 70% today to 90%. - National Covid-19 register (contributor) 		
	Implement electronic, dynamic patient consent	Prepared for implementation in 2025	The coordinator in the R&D department prioritizes this in 2023-25	Dept. R&I Head of Research
	Establish support schemes for career development of younger researchers in all professions	<p>An individual career and development plan for everyone postdocs and researchers in an early career phase. Postdocs and researchers must have carried out career development program under the auspices of UiO/OsloMet which includes career planning, networking, application writing and popular science communication. Freeing 1-2 clinicians for PhD research each year with external funds. Send 1-5 postdoc applications through the established research groups/environments annually</p>	<p>Develop a supervisor system that ensures postdocs and other researchers in the early career phase. Regular employee and career development interviews.</p> <p>Use NFR's form for career planning for postdocs</p> <p>Include career development and qualification for promoted as a separate item in the employee interview</p> <p>Support the clinical researchers without a UiO/OsloMet connection with practical, better and secure ICT systems for research, including solutions for data storage and online solutions for national and international cooperation</p>	<p>Division leader Head of Research Research Leaders Dept. Leader</p>
	Facilitate shared positions between research and clinic immediately after completing the PhD degree.	<p>Increase the number of combined assistant professor positions from 2 to 4 based on increased teaching needs.</p> <p>Increase the number of shared clinical positions</p> <p>Establish more pure researcher positions in the clinic</p> <p>Give a number of clinicians formalized allocated research time in their senior positions after their PhD</p>	<p>Support curiosity-driven, long-term research with younger researchers after completing a PhD without further UiO/OsloMet connection by facilitating the opportunity to participate in clinical activities and continued affiliation with relevant research groups/research environments</p> <p>Streamlining combined OUS/UiO/OsloMet employment after completing a PhD with a greater degree of time for research</p> <p>Network building with other clinics that have progressed further in this investment area</p>	<p>Division leader Head of Research Research Leaders</p>

	<p>Motivate to greater Degree the establishment of international research networks and researcher mobility</p>	<p>At least one researcher in the clinic who is on a stay abroad at all times.</p>	<p>Increased international collaboration, including through network collaboration and researcher mobility. • Facilitate participation in international meetings/congresses where important networking takes place • Facilitate stays abroad if external research funding</p>	<p>Research Leaders Dept. Leader</p>
	<p>Increase international recruitment of researchers</p>	<p>At least two foreign visiting researchers in the clinic at any time At least two international multicenter clinical studies at any time</p>	<p>Expand national and international cooperation on multicenter clinical studies Promote existing research groups/environments i international forums Recruitment of international researchers must take place closely collaboration with the university which each year gets earmarked funds from the state budget to "cultivate developing world-leading environments"</p>	<p>Division leader Head of Research Research Leaders Dept. Leader</p>