

Mental Health Transformation Programme

Clinical and Care Professional Leads for Community Mental Health

BACKGROUND

The South East London Integrated Care System (ICS) brings together the health and care partners that serve our vibrant and highly diverse populations resident in the London boroughs of Bexley, Bromley, Greenwich, Lambeth, Lewisham and Southwark.

Our vision for the ICS is a high performing, sustainable system that looks after its staff, responds to its communities and takes action to reduce the inequalities they experience. As a new organisation we have developed a system development plan <https://www.ourhealthiersel.nhs.uk/SDP-8-November-2021.pdf> that outlines the way in which we seek to operate and the steps we will take to realise the full potential of our partnership. A key part of this new organisation and its success will be the involvement and development of its clinical and care professional (CCP) leadership resource, all of whom will be expected to model behaviour that is fully aligned with these principles.

The ICS has a well-established mental health transformation programme which oversees delivery and expansion of mental health services in line with the ambitions set out in the NHS Long Term Plan. This includes improving crisis care, community mental health services, perinatal and maternal mental health services, improving access to psychological therapies (IAPT) and children and young people's mental health services.

The mental health transformation programme is seeking several clinical and care professionals to lead, develop and support the mental health transformation agenda as we move formally into an integrated care system.

ABOUT THE ROLE

Community mental health services play a crucial role in delivering mental health care for adults and older adults with severe mental health needs as close to home as possible. Since 2021/22, the South East London ICS has been embarking on a significant community transformation programme which aims to bring together primary and secondary care health services, health and social care services, and voluntary and community sector services. Our new integrated, neighbourhood based multi disciplinary teams will support service users in accessing psychological therapies, improved physical health care, employment support, personalised and trauma informed care, medicines management and support for self-harm and coexisting substance use.

Programme delivery is centred at Place with local care partnerships responsible for driving the transformation agenda in line with local need. However, there is a South East London wide programme structure in place which aims to ensure equity and consistency in service provision across the six boroughs. This includes strategic programme planning, ICS wide programme co-ordination and development and delivery of ICS-wide workstreams focused on particular patient groups or services (i.e. rehabilitation, eating disorders and personality disorder, in line with the [national framework](#)).

We are seeking 0.3 WTEs (12 hours per week) of clinical and care professional time to support the development and implementation of our community mental health transformation programme. This includes, but is not limited to:

- Providing leadership and expertise into the design of our new community mental health services. This will include providing advice and guidance on the development of a 'core offer' for community mental health services for adults and/or older adults, and specialist expertise in the development of care pathways for either personality disorder, mental health rehabilitation services or eating disorders.
- Driving the uptake of the physical health checks for people with severe mental illness in the community and ensuring the commissioning and delivery of tailored interventions to improve health outcomes for our population.

The role will not be limited to one individual, and the programme team would welcome applications from any individual from a particular professional or care group with an interest in improving community mental health services and with flexibility on the time commitment.

A possible allocation of roles may look as follows:

- 2 hours per week for personality disorder services.
- 2 hours per week for mental health rehabilitation services.
- 4 hours per week for core offer delivery and design.
- 4 hours per week for improving physical health for people with severe mental illness.

Any appointed leads will be accountable to the ICS' Commissioning Senior Responsible Officer for mental health *[N.B. This may be subject to change as the clinical and care professional input into the Mental Health Programme grows and the ICS Mental Health Board is further refined and developed as part of the ICS' governance structure].*

All appointments will be fixed term till 31st March 2024 at which point the formal community mental health transformation programme is scheduled to end.

MAIN ROLES AND RESPONSIBILITIES

Roles and responsibilities will vary depending on the number of leads appointed and their particular skill sets, interests and experience. The following are the key requirements identified for any appointed leads and the approaches needed for them.

Communication, Collaboration and Relationships

- Connect and build trust with and between Place-based clinical and care professional leads, clinical teams and leads across the two mental health trusts and relevant strategic and commissioning leads across the ICS as required in order to effectively deliver the key priorities of the community mental health transformation programme.
- To collaborate with national and regional leaders and communities of practice to share learning and promote clinical collaboration as required.
- Actively contribute to a culture of positive communication.
- Contribute to the development of the ICS' strategic priorities and objectives for mental health on behalf of any ICS-wide workstreams or steering groups and/or as an independent clinical and care professional.

Leadership

- To lead and chair any ICS workstreams or steering groups as required, providing informed, evidence based and effective clinical oversight to the development of community mental health services.
- To lead and facilitate discussions across system partners, often requiring negotiation and diplomacy skills to ensure the aims of the community mental health transformation programme are delivered effectively and efficiently for the population of South East London.
- Act as a positive role model for innovation and a facilitator for change.
- To champion and promote the community mental health services as part of the wider ICS Mental Health Transformation agenda and in the development of any system-wide strategic planning discussions.

Service Delivery, Outcomes and Improvement

- Ensure that the needs of service users and their carers are at the core of any service expansion and development plans across the ICS, with plans being person centred, outcomes focussed and protective of individual service users' dignity.
- Encourage and embed ways to test and share new and innovative ideas and approaches, collaborating and learning from each other to achieve our collective ambition to improve and expand community mental health services. This includes challenging practice or processes of concern, driving forward best-practice and promoting innovative models of working on behalf of the local population.
- Take an innovative and creative approach to solving problems.
- Promote opportunities for cross service working across the ICS.
- Work as a team member developing and maintaining effective working relationships across system partners including the mental health trusts, Place, local authority and voluntary and community sector organisations.

Planning and Organising

- Support the ICS' mental health programme team in developing practical and realistic plans to achieve the expansion and development plans for community mental health services, linked to the ambitions of the NHS Long Term Plan and any local priorities.
- Work collaboratively system partners to ensure there are the appropriate resources and levels of capability to deliver priorities

Personal Development

- Continually develop own clinical knowledge and practise with respect to service speciality. The Clinical Lead will be expected to keep up to date with relevant policies, procedures and national guidance in relation to community mental health services and the mental health transformation agenda.
- Maintain professional registration as appropriate (e.g. GMC, NMC, etc.)

Equality and Diversity

- Act in ways that support equality and value diversity.
- Help to develop and maintain an organisational culture that supports equality, equity and diversity.