

Clinical Lead for General Surgery

Post Title	Clinical Lead for General Surgery		
Band/Salary Scale	Dependent on contractual arrangement		
Hours	0.1 WTE		
Base	Mainly remote working, but may be required to attend meetings at sites across South East London as necessary		
Closing Date	Friday 11 th November		
Interview Date	TBC		
Recruiting Manager	Pamela Bhasi (Network Programme Lead)	Contact Details	E: pamelabhasi@nhs.net

Organisational context

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 Places - which we collectively refer to as South East London (SEL).

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 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.

We have been working collaboratively as a system to identify how we can embed a more comprehensive and diverse model of clinical and care professional leadership across the system in a decentralised but coherent way, which ensures we have the appropriate capacity and capability we need to effectively contribute to systems leadership, improves the experience and outcomes for people living in SEL, enables us to achieve our ambitions as an ICS, and endures beyond any future NHS reorganisation.

We have engaged extensively with local leaders in SEL over the last year, mapped existing programmes and CCP leadership capacity, reviewed the evidence, and taken inspiration from other parts of London, the UK, and internationally to co-develop a proposal that is functionally driven, aligned with NHS England guidance for ICSs on supporting clinical and care professional system leadership, and underpinned by a set of shared design principles that will create the conditions for clinical and care professional system leaders to develop the capabilities to make system leadership a truly impactful, rewarding and joyful experience – for them and our system.

Our vision for clinical and care professional system leadership is for a vibrant community of leaders working across boundaries all over South East London, with clinical and care professional expertise at the centre of how decisions are made and enacted across the system in the interests of our patients and population.

We want to support an environment where clinical and care professional system leaders have the capabilities, opportunity and motivation to make system leadership a truly impactful, rewarding and joyful experience for them and our system.

We have developed a series of design principles that will ensure the CCP system leadership is fully integrated with executive and managerial leadership in our ICS operating model, system governance, structures and networks as a core required function of the SEL Integrated Care Board.

It is designed to support delivery of a clear, purposeful and motivational ICS strategy to improve health outcomes for the population of south east London and is focused on key functions and programmes of work that have a clear benefit of being addressed at system level and what leaders can collectively contribute to the broader system. It is essential that our C&CP leadership group is inclusive and reflective of the diversity, breadth and depth of our system across care settings, place, organisations, professional groups and networks and the population we serve. It is further designed to support the development of skills, behaviours, tools and relationships required to maintain a community of innovative and impactful system leaders working effectively across spatial, organisational and professional boundaries. Through all of this we will be able to support, develop and sustain a culture of learning underpinned by psychological safety in all aspects of this work.

It is not essential that you have experience of leadership at system level. We will be providing development support for all of those with the skills and appetite to step into leadership roles at borough and ICS level and are keen to ensure a more diverse range of clinical and care professionals able to participate in system leadership roles – better reflecting our ambitions around integration and the multidisciplinary nature of care, as well as the diversity of the communities we serve.

This development support on offer will be through the SEL System Leadership Collaborative, which is being designed specifically to increase our pipeline for these key roles in SEL. Principally we are looking for health and care professionals with the energy, ability and enthusiasm to drive improvements in care across organisational boundaries, and improve outcomes and tackle inequalities in our population across SEL through closer collaboration.

South East London Acute Provider Collaborative

As part of the continued development of the SEL ICS, the three acute providers in SEL – Guys and St Thomas', Kings College Hospital and Lewisham and Greenwich – are now working together more closely. In April 2020 the three providers established the SEL Acute Provider Collaborative (APC) as the vehicle for this collaboration.

The purpose of the APC is to strengthen our system approach to addressing the fundamental challenges we face as acute providers, working together to develop solutions alongside our other system partners. To implement this collaborative approach and deliver against agreed system objectives, the APC has established a number of clinical networks across the three providers. The networks have clinical leadership and are focused on improving patient outcomes, making the most effective use of system capacity and recovering system performance

In its first year, the APC programme and team has grown in scope and impact, and has led our collaborative response to elective and diagnostic recovery as well as supporting critical care surge and super surge during Wave 2.

Important note: anyone working in a care home must be double vaccinated against COVID-19 (unless exempt) with effect from 11th November 2021 to comply with current government guidance. Appropriate evidence of vaccination status (including any relevant exemption) will therefore be required.

Job purpose

This post is designed to provide clinical support and leadership for the SEL General Surgery Network. The postholder will work closely with members of the General Surgery Network (in particular, the secondary care clinical lead and programme/network lead) and the wider Acute Provider Collaborative.

The postholder will play a key role in ensuring the primary care voice is heard and represented in the development, design and implementation of initiatives and new models of care. They will have strong interpersonal and relationship management skills, and will be able to work effectively with clinical and managerial colleagues across the system.

The postholder will support in the development and implementation of initiatives such as:

- Expanding and developing advice and guidance and clinical triage
- Development of clinical guidelines
- Rolling out of patient-initiated follow-up
- Supporting patients whilst they are waiting
- Exploring opportunities for expanding and enhancing community provision
- Ensuring that every outpatient appointment is value adding

Main responsibilities

The following are the key requirements identified for this role and the approaches needed for them.

Contacts and relationships

- Positively engage with external agencies and act as advocate for the network and the APC.
- Actively look for potential opportunities with key contacts to improve overall service delivery and performance
- Connect and build trust with colleagues and patients across traditional boundaries - developing strong networks and relationships that work in service of patients over organisations, places or professional groups.

Clinical/service decision-making

- Make sound operational and clinical judgements that ensure safe and effective service provision.
- Listen with compassion to the needs, hopes and challenges of those they work with and serve, using this understanding to actively involve others in the decisions that affect their lives.
- Support the network to gather, verify and assess all appropriate and available information to gain an accurate understanding of the situation.

Service delivery and outcomes

- Ensure that the needs of service users and their carers are at the core of the way SEL ICS delivers services.
- Catalyse and embed ways to test and share new and innovative ideas and approaches that improve how we design and deliver care to our patients and population.
- Ensure that service delivery is person centred, outcomes focussed and protective of individual service users' dignity.
- Support the effective and efficient deployment of resources to achieve agreed outcomes and targets.
- Work as a team member developing and maintaining effective working relationships.
- Keep up to date with relevant policies and procedures.

Creativity and innovation

- Encourage and test new ways of working together, collaborating and learning from each other to achieve our collective ambition to improve the health and wellbeing of our population.
- Seek out and embrace different ideas, perspectives and challenges - being able to adapt and change course by continually learning from others around them.
- Takes an innovative and creative approach to solving problems.
- Considers innovation in the workplace an ongoing responsibility and welcomes change as an integral part of both individual and organisation development.
- Use motivational skills to encourage collaborative working to improve services and performance where there may be resistance to change.
- Acts as a positive role model for innovation and a facilitator for change.

Planning and organising

- Develops practical and realistic plans to achieve outcomes/objectives.
- Considers the wider implications with regards to skills, resources in achieving plans/ outcomes/objectives.
- Ensures appropriate resources and levels of capability to deliver priorities.
- Takes responsibility for delivery of plans, outcomes and objectives which may involve coordinating and organising others.

Communication

- Present and facilitate meetings as required, including larger workshops.
- Actively contribute to a culture of positive communication.
- Engages with stakeholders with wide range of stakeholders to and training internally to staff and externally to partners/ agencies, where appropriate.

Financial Management

- Effectively manage resources within your control.

Personal development

- Continually develop own clinical knowledge and practise with respect to service speciality.
- Maintain professional registration (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 and diversity.

Eligibility

Current government guidance requires anyone working in a care home to be double vaccinated against COVID-19 (unless an exemption applies). Evidence of vaccination status (including any relevant exemption) must therefore be provided.