

## Job Description – Clinical/Professional Lead for End of Life Care for One Bromley

<b>Role Title:</b>	Clinical/Professional Lead for End of Life Care for One Bromley
<b>Sessions:</b>	1 per week
<b>Responsible to:</b>	One Bromley Partnership Board
<b>Line Management:</b>	Senior Clinical Lead for One Bromley
<b>Location:</b>	Bromley and SE London
<b>Tenure:</b>	One year with potential to extend

### **Role Summary**

The Clinical Lead for End of Life care is a key role in leading the One Bromley system to deliver a high quality, co-ordinated end of life care offer for Bromley patients.

The role chairs the One Bromley End of Life Steering Group which is well attended by a passionate and committed network of health and care professionals involved in EOL care from across primary, community and acute services. The Steering Group focuses on quality, improvement, co-ordination and integration of EOL care locally, using the Gold Standards Framework.

The current focus includes increasing adoption of the new Better platform for Universal Care Plans, using the opportunity to further promote and embed the use of shared care records and improve quality of Advance Care Planning with a focus on areas that had lower usage of CMC. The Steering Group is also leading work on access to EOL medication out of hours, embedding an effective communication tool to co-ordinate the care of rapidly dying patients at home and looking at how we can build capacity across primary care and social care to support palliative patients as well as improving the transfers of care between services.

This is an exciting role working alongside a range of passionate clinicians keen to adopt innovation to continue to improve the quality and experience of end-of-life care for patients and their families.

### **Main responsibilities**

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

#### **Contacts and relationships**

- Positively engage with local agencies and act as advocate for Bromley
- 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 we work with and serve, using this understanding to actively involve others in the decisions that affect their lives.
- Support the borough lead 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 One Bromley and its constituent partner organisations deliver 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
- Support organisations and the LCP core team to ensure that services meet all relevant quality standards, specifically CQC, ICS and all relevant NICE guidelines
- 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.
- Take an innovative and creative approach to solving problems
- Consider innovation in the workplace an ongoing responsibility and welcome change as an integral part of both individual and organisation development
- Act as a positive role model for innovation and a facilitator for change

## **Planning and organising**

- Develops practical and realistic plans to achieve outcomes/objectives
- Consider wider implications, with regard to skills and resources, of achieving plans/outcomes/objectives
- Ensure appropriate resources and levels of capability are in place to deliver priorities
- Take appropriate clinical/ professional responsibility for delivery of plans, outcomes and objectives which may involve coordinating and organising others

## **Communication**

- Actively contribute to a culture of positive communication
- Support the borough lead to deliver presentations and training internally to staff and externally to partners/ agencies, where appropriate
- Support the borough lead with CQC and other inspections, service developments and other relevant tasks

## **Financial Management**

- Effectively manage resources within your control.



### **Personal development**

- Continually develop own professional 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
- Identify and seek to mitigate the negative impact of health inequalities in local services
- Help to develop and maintain an organisational culture that supports equality and diversity.

### **Eligibility**

- Current government guidance recommends anyone working in a care home or vulnerable people to be vaccinated against COVID-19 (unless an exemption applies).

## Person Specification

### Clinical/Professional Lead for One Bromley

#### Supporting Evidence

In the supporting evidence of your application , you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable	Assessment Method
<p><b>Education and qualifications</b></p> <p>Registered with the appropriate relevant body (e.g. GMC, NMC, GPHC or other professional body registration)</p>	√		
<p><b>Experience and Understanding</b></p> <p>Work in an organization or system that has impacted on care delivery in SEL</p> <p>Experience of previously working with a SEL health provider in a quality improvement capacity</p> <p>Have practiced in a professional capacity within SEL for more than 6 months</p> <p>Listed on a relevant 'Performers List' and undertaking at least one session of work per month in SEL</p> <p>Previous experience of working in a collective decision- making group</p> <p>Experience of providing leadership to a project</p> <p>Experience of informing and leading quality improvements to improve outcomes for patients</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p> <p>√</p>	
<p><b>Skills and Abilities</b></p> <p>A general understanding of health and an appreciation of the broad social,</p>	√		

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<p>political, and economic trends influencing it</p> <p>The ability to recognise key influencers and the skills in engaging them in order to implement quality improvements</p> <p>Able to engage effectively with a wide range of stakeholders, ensuring effective two-way communication with the member practices</p> <p>Able to facilitate and encourage active engagement</p> <p>Ability to communicate effectively across services and professional groups</p> <p>Ability to identify barriers and find solutions to support best-practice across all local practices</p> <p>Ability to influence others</p> <p>Able to plan and chair meetings with multi-professional colleagues</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p>	
<p><b>Other</b></p> <p>Ability to lead and work within a team</p> <p>Ensures professional values and ethics are upheld</p> <p>Enquiring, critical approach to work</p>	<p>√</p> <p>√</p> <p>√</p>		