

Job Description – Clinical/Professional Lead – One Bromley Frailty Lead

Role Title:	Clinical/Professional Lead- One Bromley Frailty Lead
Sessions:	1 per week
Responsible to:	One Bromley Partnership Board
Line Management:	Senior Clinical Lead for One Bromley
Location:	Bromley and SE London
Tenure:	One year with potential to extend

Role Summary

The aim of the One Bromley Local Care Partnership (LCP) is to work together to improve the range, quality and effectiveness of frailty services available to local people across health and social care organisations.

The One Bromley Frailty Task & Finish group was established to deliver a system wide approach to frailty. Reporting to the One Bromley Executive, its focus is to improve integrated working and collaboration on frailty across secondary, community, primary, mental health, third sector, service users and carers. The group have developed a proposed integrated frailty model centred around the needs of patients with frailty and where appropriate to keep patients out of hospital. Three projects form part of the frailty programme which include:

1. **Proactive care:** The pathway has been in operation for a number of years providing an opportunity to review progress and strengthen the current pathway. Further pathway development includes the development of a case management approach and a systematic population health management approach to patient identification.
2. **Urgent community response:** Closely aligned to a number of schemes including the development of the Bromley @ Home virtual ward.
3. **Acute Frailty:** The introduction of an acute frailty service and ward to support early identification, assessment and planning of frailty.

The Clinical Lead will act as clinical champion and support members of the LCP in developing clinically effective and efficient pathways that provide high quality care to patients in the most appropriate setting to meet their clinical lead.

The primary responsibility of the Clinical Lead is to provide clinical input and support to the One Bromley Local Care Partnership (LCP) in its objective to improve the quality and delivery of frailty services in Bromley.

This may include:

- Leading Bromley service design projects as outlined in the strategic plan, in partnership with One Bromley Providers
- Ensuring decisions are professionally informed and conducive to the delivery of safe, effective high-quality care.
- Contribute professional advice and specialist knowledge, ensuring best practice and deliver best outcomes to patients/service users
- Co-chair the One Bromley Frailty Task & Finish Group and participating in the One Bromley Clinical and Professional Advisory Group

Responsibilities will include

- To provide clinical input to develop and deliver the developing strategic integrated frailty model
- Provide leadership and representation to inform and influence the delivery of care for patients, and to influence stakeholders in driving up standards of care
- Meet regularly with colleagues across the health and social care system to promote an approach of integration and collaboration across the One Bromley LCP
- To lead the One Bromley Frailty Task & Finish Group and other internal subgroups that have or may need to be established to develop and facilitate the development of frailty pathways
- Develop and deliver education to the primary, community, and secondary care community
- Input into pathway redesign in line with national and local strategy and National Guidance
- Attendance at and inputting into appropriate strategic meetings. As well as One Bromley meetings, this will include meetings at South-East London and London.

Main responsibilities

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

Contacts and relationships

- Positively engage with partners and external agencies and act as advocate for One 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, clinical and professional 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 Borough Lead to gather, verify and assess all appropriate and available information to gain an accurate understanding of the situation.
- To complete clinical audits on service activity and service quality that enable service reviews, business case proposals and service specifications to be developed.

Service delivery and outcomes

- Ensure that the needs of service users and their carers are at the core of the way One Bromley 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 models are person centred, outcomes focussed and protective of individual service users' dignity

- Ensure that the service improvements meet all relevant quality standards, specifically CQC, ICS and all relevant NICE guidelines
- Contribute towards a robust case for change and 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
- Assist in the performance management and monitoring of defined contract areas as defined.

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
- 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

- Actively contribute to a culture of positive communication
- Support One Bromley partners to deliver presentations, webinars and training to staff and externally to partners/ agencies, where appropriate

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 as required (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.

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>Education and qualifications</p> <p>Registered with the appropriate relevant body (e.g. GMC, NMC, GPHC or other professional body registration)</p>	√		
<p>Experience and Understanding</p> <p>Work in an organization or system that has impacted on care delivery in SEL</p> <p>Knowledge and experience of working within the Bromley health and care system and an understanding of its population</p> <p>Evidence of special interest in relevant clinical area</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>√</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>	

ONE BROMLEY

Working across boundaries and collaborative working, including communities	√		
Skills and Abilities			
A general understanding of the health economy and an appreciation of the broad social, political, and economic trends influencing it	√		
The ability to recognise key influencers and the skills in engaging them in order to implement quality improvements	√		
Able to engage effectively with a wide range of stakeholders, ensuring effective multi-way communication with the GP practices and other partners	√		
Able to facilitate and encourage active engagement	√		
Ability to communicate effectively across services and professional groups	√		
Ability to identify barriers and find solutions to support best-practice across all local practices	√		
Ability to influence and motivate others		√	
Able to plan and chair meetings with multi-professional colleagues		√	
Other			
Commitment to improving the health, care and well-being of Bromley's population	√		
Ability to lead and work within a team	√		
Ensures professional values and ethics are upheld	√		
Enquiring, critical approach to work	√		