

Mental Health Transformation Programme

Clinical and Care Professional Lead for Mental Health Medicines Optimisation

Job Summary

We are recruiting a clinical and care professional lead to support our mental health transformation programme with a specific focus on medicines optimisation. The post holder will be responsible for providing strategic input into the design and delivery of community mental health services.

The post is currently fixed term until 31st March 2024.

About us:

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.

Main duties

The post holder will be key in:

- Championing medicines optimisation in mental health to facilitate safe and effective care across all care sectors and professional groups.
- Advising on a system wide transformation plan for mental health services, with a specific focus on medicines optimisation and developing the ICS approach in improving care for people with severe mental illness.
- Supporting partners across the system in considering opportunities for improving services for people with severe mental illness through expanding local, place-based services and better integrating voluntary and community sector partners into service delivery.
- Providing specialty specific advice and guidance to the relevant groups and stakeholders across the system, including supporting the South East London Transforming and Integrating Medicines Optimisation programme across ICS partners.

Working pattern

Part-time, flexible

Contact:

For questions about the job, contact:

Rupi Dev, Director – Mental Health, Children and Young People & Health Inequalities

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Vanessa Burgess, Chief Pharmacist South East London ICB

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ROLE DESCRIPTION

Role Title:	Mental Health Clinical Lead for Medicines Optimisation
Remuneration:	CCPL clinical grade rates – Agenda for Change equivalent
Department(s):	Mental Health Planning and Commissioning
Responsible to:	Director – Mental Health, Children and Young People & Health Inequalities Chief Pharmacist SEL ICB
Accountable to:	Senior Responsible Officer for Mental Health Transformation
Hours:	Up to 2 sessions per week (8 hours), delivered flexibly. Fixed term till 31 March 2024.

Local 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.

Our partnership brings together six local authorities, over 200 general practices (operating within 35 Primary Care Networks), Guy’s and St Thomas’ Hospital NHS FT, King’s College Hospital NHS FT, Lewisham and Greenwich NHS Trust, South London and the Maudsley Mental Health FT and Oxleas FT. Importantly, the ICS seeks to be connected to the communities we serve (circa 1.92m residents) and work with the widest possible range of community, voluntary and third sector groups and organisations in each borough. The reach of our NHS provider portfolios extends beyond the borders of the ICS, across London, the south of England and nationally for some services.

Our vision for the ICS is a highly 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 system strategic priorities [Integrated Care Strategic Priorities for 2023-28 \(selondonics.org\)](#) that outlines the way in which we seek to operate and the steps we will take to realise the full potential of our partnership.

Our ICS is a ‘system of systems’ and the Integrated Care Board (ICB) that supports it will work with partners that come together as Collaboratives for acute physical and mental health care; and as Local Care Partnerships (LCPs) that provide multi-agency leadership to the development and delivery of borough focused care. The ICB will relate to and work with residents and the bodies that serve them at neighbourhood, borough and South East Londonwide levels.

Principles of our Operating model: Our system expectation

The South East London ICB is the NHS management unit of the ICS. It is accountable both to NHS England and to the South East London Integrated Care Partnership (ICP). The ICS exists to deliver four core purposes:

- Improve outcomes in South East London population health and health and care services

- Tackle inequalities in outcomes, experience and access suffered by the residents of South East London
- Enhance productivity and value for money in the use of health and care resources in South East London
- Help the NHS support broader social and economic development in South East London.

The ICS is not an intermediate management tier and fundamental to the operating model of the ICS are three fundamental principles:

- **Partnership:** We are a partnership of sovereign bodies coming together to achieve something greater than the sum of the partners. All partners have a voice and all partners have responsibility.
- **Subsidiarity:** We work on the basis of subsidiarity. This means issues and decisions should be dealt at the most local level consistent with their effective resolution.
- **Accountability:** We value both supporting each other and being held to account by each other and our wider partners.

JOB PURPOSE

To provide strategic clinical input on medicines optimisation for adults with an severe mental illness (SMI) to support implementation of the NHS Long Term Plan and system transformation priorities for mental health services. The post holder will focus specifically on the scoping the design and delivery of the community mental health transformation programme across all six boroughs in South East London.

The role will develop initiatives and projects with the following outcomes :

- Reduce health inequality associated with an SMI
- Reduce the gap in life-expectancy between people with SMI and general population
- Reduce the impact on people with SMI and health service from mental health crisis
- Improve choice for patients about where they receive their care

Key Working Relationships:

Highly developed interpersonal, communication and negotiation skills are required in order to effectively engage a wide range of internal and external stakeholders, at commissioner and provider levels, in order to facilitate the achievement of the SEL ICB strategic priorities.

The postholder will be required to build and maintain good working relationships with a broad range of internal and external stakeholders from across health and care on a range of business sensitive issues such as:

- SEL and Borough Mental Health Planning and Commissioning Leads
- Mental Health Clinical and Care Professional Leads
- Prescribers and clinicians in primary care, acute and mental health trusts
- ICB Medicines Optimisation Teams
- SEL Community Pharmacists
- Local Pharmaceutical Committee and LMC
- Acute and Mental Health pharmacy teams
- Clinical, professional and department leads as required

This is not an exhaustive list of stakeholders for this postholder to engage with.

1. Duties and Responsibilities

- Provide leadership support to the ICS-wide mental health transformation and delivery programme
- Advising on a system wide transformation plan for mental health services, with a specific focus on medicines optimisation
- Supporting partners across the system in considering opportunities for improving services for people with SMI through expanding local, place-based services and better integrating voluntary and community sector partners into service delivery.
- Developing the ICS' approach in improving care for people with SMI
- Support the SEL Transforming and Integrating Medicines Optimisation programme across SEL organisations.
- Provide specialty specific advice and guidance to the relevant groups and stakeholders across the system including the community mental health delivery group, SEL Medicines teams, Integrated Pharmacy Stakeholder Group, Integrated Medicines Optimisation Committee as required.
- To act as a champion for medicines optimisation in mental health to facilitate safe and effective care across all care sectors and professional groups.
- The clinical lead will work in an integrated way with GP practices and primary care networks, community pharmacies, mental health trusts and ICB medicines teams.

Clinical Governance and Service Development:

- To ensure that medicines optimisation is used to inform and monitor proposed service redesigns so that they are effective in improving clinical practice and patient outcomes.
- Make sound operational and clinical judgements that ensure safe and effective service provision.
- Listen with compassion to the needs, aspirations and challenges of those they work with and serve, using this understanding to actively involve others in the decisions that affect their lives.
- Ensure that the needs of patients and 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 focused 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 with both clinical and non-clinical members of the team and wider system partners
- 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 across the ICS.
- 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 welcomes 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

- Develop practical and realistic plans to achieve outcomes/objectives including a flexible approach within a constantly changing landscape.
- Consider the wider implications with regards to skills, resources in achieving plans/outcomes/objectives, escalating, and contributing to risk management as required.
- Ensure appropriate resources and levels of capability to deliver priorities.
- Take responsibility for delivery of plans, outcomes and objectives which may involve coordinating and organising others
- Actively contribute to a culture of positive communication
- Support the ICB leads to deliver presentations and training internally to staff and externally to partners/ agencies, where appropriate
- Effectively manage resources within your control.

Personal development

- Continually develop own clinical knowledge and practice with respect to service specialty
- Maintain professional registration relevant to the role (e.g. GMC, NMC, etc.)
- Act in ways that support equality and value diversity
- Help to develop and maintain an organisational culture that supports equality and diversity.

Person Specification

Mental Health Medicines Optimisation Clinical Lead

Supporting Evidence

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

Factors	Essential	Desirable	Assessment Method
<p>Education / Qualifications</p> <ul style="list-style-type: none"> Registered primary care healthcare professional in SE London Knowledge of relevant clinical specialty or subject Evidence of substantial CPD in own area Independent prescriber or pharmacist with specialist mental health experience 	<p>√</p> <p>√</p> <p>√</p> <p>√</p>		A/I
<p>Experience</p> <ul style="list-style-type: none"> Work in an organisation that has impacted on care delivery in SEL Experience in providing clinical leadership in medicines optimisation Previous experience of working in a collective decision making group Track record of developing innovative ways to improve patient care and experience of service and pathway redesign Prior experience of delivering transformation projects in medicines optimisation Prior experience of leadership particularly clinical teams driving transformation Good understanding of the local health economy 	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>		A/I

Knowledge			A/I
<ul style="list-style-type: none"> • Knowledge and understanding of health, care and local government landscape, and integrated care agenda • Knowledge and understanding of population health inequalities and how this impacts people's outcomes and experience of health and care provision • Understanding of the SE London system and its population • Understanding of national health priorities e.g., NHSE Long Term Plan • Sound knowledge and understanding of local and national clinical guidance e.g., NICE guidance and their implementation. Good understand of local primary care / clinical issues and priorities • Good understanding of clinical and social issues and patient needs within the specialty • Expert knowledge of GP practice clinical system (e.g. EMIS) and e-referral, and how clinical pathways would need to be developed to support care and referral processes on these systems • Demonstrable understanding of the NHS principles and values as set out in the NHS and the ICB's own Constitutions. 	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p>	
Skills and Abilities			A/I
<ul style="list-style-type: none"> • Information skills: ability to critique and interpret aggregate information, based on an understanding of clinical data and information processes, and analytical skills • Excellent communication skills: able to express complicated, multi-stranded concepts in an accessible way, both verbally and in writing and in a multi-professional environment. Ability to engender credibility with colleagues and stakeholders • Ability to work to tight deadlines. 	<p>√</p> <p>√</p> <p>√</p>		

<ul style="list-style-type: none"> • Ability to take a balanced view of the clinical and management agenda and draw on specialist skills to add value. • Ability to contribute a generic view from the perspective of a member practice in the system, putting aside specific issues relating to own practice circumstances. • Ability to demonstrate effective system leadership behaviour 		<p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p>	
<p>Other</p> <ul style="list-style-type: none"> • Requirement to travel • Stamina, energy and enthusiasm and the ability to work effectively under pressure • A collaborative management style, which recognises and values personal contributions and agenda and encourages team working 	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p>		<p style="text-align: center;">A/I</p>

Assessment Method

A = Application	I = Interview	C = Certificate	T = Test
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