

Lead Clinician Job Description

Job Title: Lead clinician, Clacton hospital	Band: Medical and Dental or Agenda for Change
PA allocation: Up to 5.75 APAs or equivalent	Term of Office: Substantive post
Accountable to: Executive Director of NEE Community Services for operational matters Divisional Clinical Director for professional matters	
Responsibilities: • Provide exceptional clinical leadership at Clacton hospital • Overall responsibility for the care of patients on the in-patient ward(s) at Clacton hospital • To work closely with medical staff at Clacton hospital and foster the development of effective clinical teams • To work closely with the Ward Managers, ACPs and Nurse Practitioner teams to ensure that patient care is managed holistically and is of high quality • Effective use of EPIC and digital patient records including in basket pools • Participation in quality initiatives and clinical audit • In collaboration with clinical colleagues and service leads in primary, community and acute care pathways, ensure the highest levels of quality care (patient safety, patient experience and clinical effectiveness) across the wards at Clacton hospital and seek to continually learn and improve • Create a patient safety culture by engaging with appropriate governance arrangements, enabling effective management of complaints, incidents and risk management, audits and learning to improve patient care. • Support the development of learners. For example: GP trainees and Nurse Practitioners acting as a Designated Prescribing Practitioner (DPP) undertaking supervision of trainee ACPs and GP trainee rotations.	
KEY RESPONSIBILITIES: Leadership • Provide visible leadership to the clinical teams at Clacton hospital, promote continual improvement and transformation in quality, performance and delivery of integrated services • Lead the Clinical Leadership team to ensure a framework of safe, caring practice supported by research and innovation • Inspire confidence in your clinical teams by taking prompt, high level decisions where the situation may be life threatening Clinical Service Delivery and Improvement • Lead Clinician for all patients on Clacton community ward(s) • Provide high-quality clinical care • To demonstrate clinical leadership, skills and knowledge in developing a comprehensive Frailty Agenda, incorporating clinical competency trust wide and patient care pathways. • Be an effective role model in infection control by consistently demonstrating flawless adherence to infection control precautions. • On working days lead board and ward rounds and enact the standard operational procedures for board rounds • Work with the multi-disciplinary ward team to enable patients are managed holistically	

- Listen to the patient voice to understand issues and concerns as they arise. Deal with these issues appropriately
- Ensure that patients have timely discharge planning that ensures appropriate length of stay and reduces the risk of deconditioning
- Identify patients that are Medically Fit For Discharge (MFFD) and communicate this clearly to the team
- Where appropriate ensure good utilisation of Hospital@Home beds
- Implement, monitor and review measurable accountable models of working that sustain high standards of safe, caring patient care, including reporting on clinical outcomes
- Participate and lead in the development of patient pathways with clinical staff which deliver best practice
- Help to develop the neighbourhood model across the whole of the Clacton hospital including the Clacton STAR project.
- Engage with system partners including primary care and enable step up as well as step down care
- Ensure that patients have treatment escalation plans (TEPS) so they can be safely managed 24 hours a day
- Ensure that all patients are offered a ReSPECT discussion where appropriate and that this is documented comprehensively on Epic patient record and communicated as part of the discharge process
- Ensure that patients who are in their last days of life are identified and have holistic, compassionate care using the best principles of palliative treatment

Financial and Performance Management

- Ensure responsible use of resources at ward level including appropriate prescribing in line with local formularies

Clinical Governance and Quality

- Work collaboratively with colleagues to help ensure that effective governance arrangements and performance management systems are in place
- Work collaboratively with colleagues to help address complaints and incidents appropriately – lead the learning from such events to ensure that the team develops

General

- To comply with the Trust's regulatory framework and codes of conduct
- All employees must comply with ESNEFT Equal Opportunity Policy and Race Equality Scheme and must not discriminate on the grounds of sex, colour, race, ethnic or national origins, marital status, age, disability, sexual orientation or religious belief.
- All employees have a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by ESNEFT
- All employees have the right to work in an environment which is safe and to be protected from all forms of abuse, violence, harassment and undue stress - all employees are responsible for helping to ensure that individuals do not suffer harassment or bullying in any form - all employees will be personally accountable for their actions and behaviour in cases of complaints of harassment or bullying
- All employees have a responsibility to contribute to a reduction in the Trust's carbon footprint
- If you have responsibility for a budget, you are expected to operate within this and under the Trust's standing financial instructions (available on the Intranet site) at all times

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Lead Clinician

PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	• Clinical Qualification to a post-graduate level • Evidence of continuous professional and personal development	• MRCGP or equivalent • Evidence of leading clinical teams • Leadership training or qualification • Recognised professional post basic qualification in the care of older people or dementia care
Knowledge/ Understanding	• Strong clinical skills in the management of in-patients • Expertise in managing general medical problems • Management of frail patients • Knowledge of palliative care	• Management in an acute care setting
Experience	• Good clinical experience in a variety of hospital and community based settings • a clinical role which has engaged multi-disciplinary teams to improve quality, standards and staff and patient experience	• Care of the elderly ward experience • Frailty management • Palliative care experience
Personal Qualities and Skills	• Demonstrable leadership skills • Ability to communicate, influence, persuade and negotiate at all levels • Emotional resilience as the post holder will at times be exposed to distressing and emotional circumstances • Able to make complex decisions and use critical analysis • Credible with an ability to inspire confidence in staff and others • Motivational skills to encourage collaborative working and promote change and transformation • Ability to deliver change in a complex environment • Highly analytical and numerate and able to apply these to judgements and logical argument	• Coaching skills • Change management skills