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| National Services Division |  | SC_2col |

**JOB DESCRIPTION**

**2 PAs/7.5 hours fixed term up to 2 years**

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| **1. JOB DETAILS** |  |
| Job Holder |  |
| Job Title | Lead Clinician – National Police Care Network  |
| Immediate Senior Officer | Clinical Director, NHS Board of Employment |
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| Location | Will depend on location of main employment  |

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| **2. JOB PURPOSE**To provide clinical leadership and expertise in the ongoing development of the National Police Care Network.  |

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| 1. **DIMENSIONS**

National Networks are commissioned by National Services Division (NSD) on behalf of NHS Boards and Scottish Government Health and Social Care Directorates to lead and drive improvement in access and quality of care for a defined group of patients. They extend to all NHS Scotland local/regional/national planning and service delivery structures. They are structured, organised and resourced to bring together multidisciplinary teams to work with stakeholders to ensure that patients and their families have equal access to the highest standards of care, regardless where they live in Scotland and that specialist care is delivered as close to the patients home as possible. The Lead Clinician works collaboratively with a dedicated Network Team within NSD and Network stakeholders to plan and deliver a 3-5 year programme of work to standards and timescales specified within a Service Agreement. Core Network Objectives: 1. Design and ongoing development of an effective Network structure that is organised, resourced and governed to meet requirements in relation to SGHSCD Guidance on MCNs (currently CEL (2012) 29 ) (Annex and national commissioning performance management and reporting arrangements;). See Annex C.
2. Support the design and delivery of services that are evidence based and aligned with current strategic and local and regional NHS planning and service priorities.
3. Effective Stakeholder Communication and Engagement through design and delivery of a written strategy that ensures stakeholders from Health, Social Care, Education, the Third Sector and Service User are involved in the Network and explicitly in the design and delivery of service models and improvements.
4. Improved capability and capacity in care through design and delivery of a written education strategy that reflects and meets stakeholder needs.
5. Effective systems and processes to facilitate and provide evidence of continuous improvement in the quality of care (CQI).
6. Generate better value for money in how services are delivered.

The post is a flexible commitment of two or three programmed activities (PA’s) to reflect the Network requirements. The Lead Clinician’s employing NHS Board will be recompensed for the agreed sessional commitment on the basis of evidence of actual backfill costs incurred. |

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| 1. **KEY RESULT AREAS**

**Clinical Leadership*** Lead the development and delivery of a strategic vision for the Network, involving key stakeholders.
* Lead the design and delivery of strategies for education, stakeholder communication and engagement and continuous quality improvement.
* Provide effective clinical leadership for the Network in line with national policy, standards and clinical evidence base.
* Promote effective multidisciplinary/multi-professional working within the Network across Scotland, ensuring clarity of roles and responsibilities.
* Work collaboratively with the Programme Manager and colleagues, providing guidance and advice on relevant clinical matters.
* Promote the work and achievements of the Network, engaging appropriately with relevant stakeholders through the development and delivery of an effective communication strategy.

**Governance*** Ensure the development, implementation and review of systematic quality improvement within an agreed quality framework leading to the delivery of a safe, effective, patient centred service.
* Ensure that any clinical governance issues are raised timeously with local Clinical Leads, NSD and relevant NHS Board Medical Directors, and thereafter to monitor within the Network that any such concerns are adequately addressed.
* Ensure the Network fulfils its responsibilities within NHS Scotland national commissioning policy in line with NSD’s annual cycle of performance management and review.

**Planning*** Lead across traditional organisational and professional boundaries, working collaboratively with all relevant parties to achieve key strategic plans/objectives to drive forward service improvement.
* Ensure that Network activity is fully integrated into local, regional and national planning processes.
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| 1. **ASSIGNMENT AND REVIEW OF WORK**

The Lead Clinician is accountable, on behalf of the Steering Group, for the Network performance in meeting the aims and objectives agreed by NHS Boards and Scottish Government at designation and for fulfilling requirements in relation to national commissioning and performance management arrangements. The post holder will be accountable to their employing NHS Board, with a dotted line to the NSD Medical Director, specifically in relation to the Lead Clinician role. Personal terms and conditions and personal development objectives will be agreed in discussion with the Medical/Clinical Director of the post holder’s host Board, and will be jointly reviewed at least annually. |

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| **7. COMMUNICATIONS AND WORKING RELATIONSHIPS**The postholder will develop effective professional working relationships with NSD, Network colleagues and a wide range of clinical and other colleagues across NHS Boards and other organisations and external individuals, groups and bodies. **Communication** Establish and maintain effective communication and visible Network arrangements that can be evidenced by improved relationships, behaviours and joint working, across and between the Network and stakeholders including: patient/carers and other voluntary & statutory agencies.Methods of communication will include face to face meetings, telephone and email contact as well as formal reporting to NSD.  |

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| **8. MOST CHALLENGING PART OF THE JOB**The most challenging parts of the job will be to:* Deliver a programme of strategic change, leading across traditional professional and geographical boundaries, gaining commitment from individuals and service providers to deliver against agreed objectives.
* Ensure that Network objectives and priorities are effectively aligned with regional and local service delivery priorities and NHS Scotland policy and direction.
* Manage workload effectively, especially when there are competing clinical service delivery commitments.
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| 1. **QUALIFICATIONS AND/OR EXPERIENCE SPECIFIED FOR THE POST**
* Healthcare professional with relevant clinical qualification, currently registered with relevant professional body.
* Extensive skills and experience in the provision and development of healthcare services associated with the Network.
* Demonstrable commitment to improving care through networks.
* Evidence of leading, managing and implementing change effectively in a clinical setting, preferably across professional, organisational and geographical boundaries
* Evidence of working collaboratively with multi-disciplinary groups to deliver agreed objectives
* Engaging stakeholders effectively; negotiating and influencing at all levels.
* Commitment to continuous quality improvement.
* Ability to negotiate and influence at all levels, whilst ensuring best interests for the Network
* Flexibility and enthusiasm for working in an open and transparent manner.
* Ability to lead others, think strategically and communicate vision effectively.
* Knowledge of current developments in the relevant field, and understanding of NHS Scotland national policy and structures.
* Ability to interpret and present complex data and information on the Network subject matter.
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