**Role profile: National Clinical Lead for Mental Health & Learning Disabilities (MHLD)**

**Healthcare Staffing Programme, Nursing and Systems Improvement Directorate**

**Secondment until March 2025**

**Commensurate with existing salary**

**1 day per week (0.2 WTE)**

**This post will provide clinical leadership and expertise to the MHLD Inpatient Staffing Level Tool development within the Healthcare Staffing Programme.**

This is an exciting opportunity for an experienced and enthusiastic clinician with experience of working in MHLD services to join Healthcare Improvement Scotland.

This post will provide subject matter expertise, clinical advice, and visible leadership to the MHLD Inpatient Staffing Level Tool Expert Working Group and the Healthcare Staffing Programme on the run up to enactment of the Health and Care (Staffing) (Scotland) Act 2019.

**Background**

The Healthcare Staffing Programme (HSP) is a programme of work commissioned by The Scottish Government to engage with Boards and the Care Sector, ensuring they have the support, tools, and knowledge to prepare for the enactment of the Health and Care (Staffing) (Scotland) Act 2019. The aim of this legislation is to provide a statutory basis for the provision of appropriate staffing in health and care service settings, enabling safe and high quality care and improved outcomes for service users. The legislation will come into enactment in April 2024. Healthcare Improvement Scotland (HIS) is named within the Act and has the following statutory duties:

* monitor the discharge, by every Health Board, relevant Special Health Board, and the Agency (NSS), of their duties in relation to the Act
* monitor and review the common staffing method
* monitor existing staffing tools and recommend their revocation or replacement where they consider they are no longer effective. They may also develop and recommend new or revised tools.
* consider a multi-disciplinary approach when reviewing existing and developing new staffing tools

In addition to HIS’ statutory duties, HSP is required to provide significant stakeholder engagement and support to boards in preparation for the enactment of the legislation. This includes providing access to updated and digitalised evidence-based staffing level tools and real time staffing resources and providing support to enable the NHS Boards to meet their duties around the application of the common staffing methodology and assessment of real time staffing and risk escalation. The programme also provides expertise within the Quality Assurance & Regulation Directorate (QAD) to support the current inspections and responding to concerns work in addition to providing education and training and co-developing future methodology to enable HIS to fulfil its duties in monitoring Boards’ compliance with their duties within the legislation.

**Purpose of post**

The post holder will provide subject matter expertise, clinical assurance, and visible leadership to the Healthcare Staffing Programme, in particular the MHLD workstream. They will work as part of the multidisciplinary team to co-design, shape and deliver the redevelopment of the MHLD Inpatient Staffing Level Tool to ensure it is up-to-date in-line with the latest evidence and fit for purpose across MHLD services. The post holder will lead, engage, and support the MHLD Inpatient Staffing Level Tool Expert Working Group as well as supporting engagement with local and national stakeholders.

The post holder will work in collaboration with other National Clinical Leads and National Professional Leads within the Nursing and Systems Improvement Directorate.

**Key results areas and responsibilities:**

* To provide clinical advice, guidance, and assurance to Healthcare Improvement Scotland on the development and implementation of its Healthcare Staffing Programme.
* To provide clinical leadership across the programme using appropriate workforce methodologies with a focus on redeveloping the MHLD Inpatient Staffing Level Tool.
* To be an active member of the programme team, providing clinical advice and guidance regarding MHLD workforce.
* To actively lead on engagement with the MHLD community, utilising connections, and networks to raise aware of the programme and the legislation.
* To take a lead role in negotiating and securing clinical, professional and stakeholder engagement in the programme.
* To act as national clinical lead at learning events and meetings.
* To represent the programme at external events and meetings, as required.
* To provide support to the Healthcare Staffing Programme (HSP) team and the HSP Workforce Leads in the Boards by participating in scheduled MS Teams meetings and in-person events.
* To act as an expert point of reference for the programme; providing examples of good practice and facilitating discussions to address challenges.
* To feedback progress to relevant governance groups.

**Key competencies and skills**

The post holder must be on the Nursing and Midwifery (NMC) register and be able to demonstrate the following key competencies and skills:

* Be educated to Degree level or equivalent experience.
* Clinician with experience in a senior midwifery role.
* Experience of workforce planning is desirable.
* Have a broad experience and understanding of the operations of the NHS and the systems and structures across health and social care.
* Highly developed interpersonal and communication skills. The ability to work with and successfully engage with diverse groups of stakeholders, professionals, and individuals from a wide range of backgrounds and sectors.
* Ability to build and participate in strong clinical networks.
* Extensive knowledge of and recent experience in developing and implementing improvements and service redesign in an acute or community care setting.
* Experience and knowledge of how to deliver results within the systems and structures of NHS Scotland and health and social care.
* Self-aware and authentic. Understands and can articulate own strengths, motivations, patterns, needs and limitations.
* Experience in influencing at a strategic level.
* An interest and experience of using data to drive improvement.
* Ability to critically analyse complex information.
* Excellent written and verbal communication skills.
* Ability to manage and work to deadlines.

**Framework**

The post holder will report to the Associate Director for Healthcare Staffing and Care Assurance with appropriate professional leadership from Healthcare Improvement Scotland’s Director of Nursing and Systems Improvement.