

Clinical Lead: Lymphoedema (Treatment Centre)

Summary of the role within Accelerate

Specialist nursing and therapy roles are critical to the successful delivery of care within Accelerate. The organisation has a strong and determined focus on the core mission which is to impact on and make a difference to the lives of those communities we serve, individuals living with wounds and/or lymphoedema.

In introducing a new level of leadership, the expectation is that the Clinical Lead will lever their passion for their speciality and their expert skills in the care and management of complex patients for the delivery of excellent outcomes for their patients and commissioners. It is also anticipated that the post holder will bring better understanding to the principles of patient flow, clinical systems and their organisation and staff effectiveness and efficiency. Being an inspirational leader for a team is critical to the success of a service. You will bring creative thinking and innovation to complex issues, utilising expert skills, risk management and insight in order to effectively manage a variety of situations borne out of complex psychosocial, medical or organisational need. Knowledge about the health of your population and inherent inequalities should assist your contribution to the development of your service and the mission of Accelerate. The ability to grasp the principles of clinical leadership, understand partnership working across a health economy and demonstrate a solution-driven mentality are essentials of this role.

To truly shine in this role you will be a high-level performer with a driving ambition to find new and exciting ways of showcasing the success of your team. You will work collaboratively with your peers across the organisation for the benefit and growth of all clinicians in order to achieve common goals and outcomes. Alignment to Accelerate's philosophy, values and strategic objectives of the organisation are pivotal in the success of your role.

Role purpose

The Clinical Lead is considered the expert and will take ownership for the operational delivery of the clinical service area together with an ability to take a population health view rather than a pure individual focus. The post holder will lead their team to deliver excellent clinical care alongside the management of risk and successful deployment of the team's resources. This role is designed to enable the post holder to take full end to end responsibility for the delivery of the outcomes and indicators for a defined contractual business area. Clinical and operational delivery remains core to this role; the post holder is accountable to the Director of Clinical Services and Lymphoedema for the management of the key performance targets.

The essential deliverables for the Clinical Lead role

1. The provision of confident expert clinical skills and a depth of knowledge of the population, delivered in an insightful, creative and timely manner. Being solution focused and collaborative with key stakeholders remain key features and need to be demonstrated
2. Taking responsibility for directly managing clinical risk and escalating identified organisational risk to the SLT
3. Act as the representative and Ambassador for Accelerate, ensuring that you are alert to the impact of you and your team on the reputation of Accelerate within the health economy.

4. Ownership of and responsibility for the delivery of the Key Performance Indicators and clinical audits for your service.
5. Working in partnership with business team colleagues to produce quarterly data that speaks to the value your service delivers for defined populations in terms of quality improvement and prevention of harm.
6. Working collaboratively with the Director of Clinical Services to initiate and report on Quality Improvement schemes and audit, searching for additional data that tells the story of your service and team working.
7. Delivering a service environment that that allows for individualised care, that listens and respond to the needs of patients and their families so that outcomes are improved for the population.
8. Working collaboratively with other members of the business team who are delivering on contract management, defined projects related to your service or financial oversight.
9. Govern the operational framework for your team that ensures good utilisation of resources, providing assurance through evidence of team meetings, caseload review, escalation and team developments. This will demand leading the critique and inquiry of internal and external systems, driving creative team work to effect positive change and service development.
10. Clinical and team leadership through your role model for junior staff, delegation, mentoring and line management. You will encourage the growth of your team through utilising PDP framework, engagement in QIP, Research and Development, delivery of education and publications.
11. The professional delivery of contracted education and contribution to the Accelerate Academy portfolio.
12. Engaging and playing an active role in the opportunities presented via the R&D portfolio
13. Working collaboratively as an operational management team to enhance clinical service management and team working, reporting to the SLT and Director of Clinical Services
14. Evidence of improving services through proactive networking and stakeholder engagement.
15. Contributing to SLT's understanding of the changing NHS and care landscape locally, within our STP and nationally, and Accelerate's potential role within this arena.

Title: Clinical Lead for Lymphoedema

Salary scale: £53,751 – £61,143

Accountable and responsible to: Director of Clinical Services and Lymphoedema

Hours: 37.5 hours per week

Location: Accelerate Head Office, site specific services and virtual.

This job description will be subject to bi-annual review

The post holder will:

- Contribute to a multidisciplinary strategy of care and supported self-management plan that considers patients' choices and abilities
- Be creative in looking at ways that patients can monitor behaviour change and meet specific goals
- Maintain clear records using the Accelerate record keeping frameworks and ensure this within their team
- Develop the nursing or therapy roles within your service area by:-
 - Establishing work boundaries and being clear about role impact
 - Data collection which is specific to the role with an attention to agreed outcomes
 - Identification of themes and trends that will contribute to future projects
 - Participation at key Accelerate events such as 'Away Days' and Quarterly Reviews

This role will be embedded within a multidisciplinary clinical team. As such there will be an expectation that the inherent knowledge and skills will be used to:

- Facilitate reflection for clinical and organisational growth; this will be within the clinical team and on occasions the Business support team
- Contribute to patient engagement and empowerment initiatives and projects. This will include tracking people's journeys and capturing key themes concerning experience and learning
- Write articles and present at national conferences as part of Accelerates strategy for reaching out into the wider healthcare setting and for your professional growth

Remit specific role information: Lymphoedema

The Clinical Lead for the Lymphoedema Team will manage all aspects of clinical delivery in the local health populations. Providing the delivery and the ongoing development for the lymphoedema services and the population it serves.

Specifically, this requires focus on:

- The continual improvement of the patient pathway
- Delivery of a population based lymphoedema service; whilst this may primarily focus on lower limb lymphoedema/chronic oedema, this expertise and prompt management to include all aetiologies of lymphoedema and lipoedema
- Identification of and proactive clinical management for all Lymphoedema and specifically those that present with complexity and risk
- Proactive surveillance of outcomes in relation to timelines to care, prioritisation activity and clinical performance within contract parameters.
- Interface with programme manager to ensure efficient and effective use of the local dressing optimisation scheme and compression garment spend within the services
- Development and mentoring of the Lymphoedema team
- Optimising service resources in conjunction with the Clinical Lead for Wound Care in relation to lower limb management. Additional responsibilities focus on:
- Analysis of footfall of patients within the lymphoedema team in order to stratify and identify effective use of resources in line with the aligned contract
- Deliver analysis of clinical outcomes in relation to lymphoedema
- Proactive engagement with service partners to continually improve the patient pathway
- Support the lymphoedema related Education programme collaboratively with Clinical Lead for Wound Care

Accountability and reporting:

Whilst the post holder will remain with the Director of Clinical Services & Lymphoedema for line management, routine engagement with the Director of Education and Research will be required

Key Responsibilities for the Clinical Lead

Uphold the mission and values of the company

As an employee of Accelerate CIC you will be expected to understand and espouse the philosophy and values of the organisation and at all times represent the organisation in a positive and professional way.

Leadership

This critical role is essential for embedding professionalism, critique and clinical expertise at the heart of Accelerate. This requires leading with humility and openness, kindness and enthusiasm.

You need to:

- Embrace Accelerate's vision, mission and values policies; find opportunities for team developments
- Ensure your team have clarity on their role and where they fit within Accelerate's mission.
- Inspire your team to reach higher
- Create a positive environment where the team feel energised and supported
- Generate confidence throughout the organisation on the strength and delivery of your team
- Take an active and visible role in the Operational Management team

Management

There is an expectation that the post holder will be representing Accelerate CIC and so will need to:

- Lead by example
- Adhere to Accelerate's policies and procedures including standards of behaviour
- Maintain patient confidentiality and GDPR compliance
- Be professional at all times
- Promote excellent time keeping
- Ensure the team complete core mandatory training modules via Bluestream
- Be accountable and responsible for own clinical practice.
- Maintain Registration with the appropriate professional body
- Work within the professional body's Code of Conduct, Accelerate policies and procedures.

Clinical delivery

- Clinical expertise within your clinical field. Undertake the management, planning and delivery of expert and evidence based clinical care whilst giving direction and guidance to junior staff within the team
- Reflective practitioner and thus aware of gaps in expertise and when to escalate.
- Assess patients and to plan, monitor and evaluate their care as well as initiating agreed care plans. Excellent documentation that provides clarity of expectation for the patients and clinicians
- Excellent delegation to junior clinicians, to empower, create ownership and inspire confidence
- Lead and develop a service that promotes intelligent care and best practice in ways that will deliver greatest impact
- Assess and identify client risk status. This will take account of any changes or concerns relating to the client which includes their wounds, oedema and skin management, as well as their general condition and their environment as it relates to safeguarding issues
- Ensure team adherence to infection control processes and practices: provide evidence of audit.

Governance and responsibilities for resources

Each member of staff of Accelerate CIC has a personal accountability and responsibility to ensure patient safety at all times, to ensure that care is given in line with plans and direction, to report incidents, accidents and any adverse events involving clients and to deal with any emergencies appropriately. It is your responsibility to convey and report any concerns to the Senior Leader on duty.

Communication and relationships

Effective communication holds the key to good results and the building of trust. Collaborative working is essential. As such you will need to:

- Give due consideration to how you communicate with others ensuring that clear understanding is your goal at all times whatever medium of communication you may be using
- Build and maintain strong working relationships that partner key stakeholders to achieve mutually agreed goals.

- Close partnership working with the Senior Leadership Team to create consensus and strength to the team
- Maintain confidentiality in regard to clients and their privacy and dignity; thus you will need to be sensitive to the individual needs of clients and at all times promote principles of equality, diversity and personal rights. This includes acting in a non-judgemental way and respecting the choices, culture, values and beliefs of individuals

Data Collection, Research and Audit

Audit and research are important components of Accelerates work. As part of any workstream you will be required to collect data. In audits there will be an expectation that you will both participate in and be actively involved in the evolution of and collection of data. An understanding of the patient population will be a key asset which you will be required to develop. As part of this there is an expectation that you will promote the activity and governance of all aspects of evaluations and research.

Personal responsibility within development, health and safety

You are expected to take ownership for your personal developmental learning needs and for your performance. In line with revalidation this includes keeping a record of your personal development plans and activities and playing a proactive role in your objective setting and appraisal process incorporating reflection.

You should be familiar both with legal issues pertinent to your role and with the changing structures of health care provision that may impact on the position of the company.

It is also your responsibility and duty to observe standards of health safety and security which includes adopting appropriate infection control procedures, ensuring work areas are clean safe and free from hazards and reporting any potential risks.

Information Governance

Accelerate CIC adheres to the principles of information governance and data protection. All employees must abide by the UK General Data Protection Regulation (UK GDPR) tailored by the Data Protection Act of 2018. Incorporated within this is confidentiality, records management, information security as well as the Freedom of Information Act 2000. Compliance with these standards is embedded within Accelerate CIC's day to day responsibility and it is expected that all employees will observe and comply with these legal requirements.

Duty of Candour

Accelerate fully endorses the principles of being open and embraces the Duty of Candour. We are committed to an open and fair culture and the overall approach expected within the organisation is one of help and support rather than blame and recrimination. All staff are expected to follow this approach.

Equality, diversity and inclusion

Accelerate is committed to creating and sustaining a positive working environment for our team and for our patients. Our aim is to ensure that all our members are equally valued and that our membership is representative of our society. We believe we all stand to benefit from this diversity of thought, experience, and identity; the actions taken to be an inclusive employer will ensure that our is well served and that Accelerate is a safe place in which to work and grow. We are clear that we do not tolerate any unacceptable behaviour, discrimination or bullying within the membership or from users of the service. Each of us has our personal responsibility for implementing equality so that all are treated with dignity and respect.

Adult and Child Protection

Accelerate CIC promotes a safeguarding child and adult culture. It will be the responsibility of each staff member to ensure that the risk status of all patients will be assessed for safeguarding issues. Any individual whose welfare is deemed at risk will be referred to the appropriate safeguarding team. All staff will receive the appropriate safeguarding training and required updates to ensure that they are able to identify risk and follow specified guidance.