

JOB DESCRIPTION:

CLINICAL LEAD AGEING WELL - FRAILITY

Job Specifics

Proposed hours:	To a maximum of 1 session per week
Contract:	Fixed Term 12 Months
Responsible to:	Sarah Chance Primary Care Transformation Manger
Accountable to:	Ageing Well Workstream
Base:	Home / 722 Prince of Wales Road

Purpose of the role

This post is designed to provide clinical leadership to the Ageing Well programme in the development of a local strategy and plan with regards to enabling the Sheffield health and care system to better meet the needs of people who are at risk of becoming frail or are already frail..

The Clinical Lead will work closely with local people, families and carers, other GPs, health care providers and other health care professionals to ensure that high quality, accessible health and care services are planned and delivered within the particular clinical area.

The Ageing Well Programme aims to promote healthier ageing and address inequalities through population health management, making better use of public and local community assets. The Ageing Well Programme encompasses the following three key areas:

- **Urgent Community Response (UCR)** increasing the capacity of intermediate care services to deliver a 2-hour response to those in crisis at home, and a 2-day response for those needing rehabilitation to avoid or following a hospital admission
- **Anticipatory Care** model implementing a proactive population health approach for people with complex needs
- **Enhanced Health in Care Homes (EHCH)** implementing a tested approach to improve the provision and quality of NHS healthcare across all care home beds

This specific role includes:

1. Acting as Clinical Lead for the Ageing Well leading on frailty and frailty prevention and will include input into the EHCH work but also more broadly frailty strategy and plan development
2. Taking responsibility for discrete and specific pieces of work as required
3. Engagement and involvement of primary care and other clinical colleagues in the development in strategy and planning with regard to frailty and frailty prevention.

Key responsibilities of the role

- To ensure that there is an effective commissioning / provision of health care with a robust and effective interface between primary care and other care providers, to include social care, ensuring safe and effective care pathways.
- To evidence a high level of knowledge and expertise in the specific clinical area alongside a high level of commitment to service development. There is a requirement for the clinical lead to have an understanding of, and willingness to, work in multi-disciplinary teams and on continuous improvements in quality and outcomes for patients.
- To attend the city's Ageing Well Steering Group and provide effective clinical input and challenge to enable the development of a robust strategy and plan for frailty and frailty prevention
- To identify and support the development of relevant integrated care pathway protocols and processes

including training and development and the implementation of pathways and standards.

- To work with appropriate contract leads and clinical colleagues to facilitate service development or support local clinical networks in appropriate clinical areas to ensure full engagement and implementation of pathway or service developments.
- To utilise health performance indicators and, working closely with the lead public health strategists, to identify areas in your clinical remit for improvement and instigate and oversee progress against plans in these areas.
- To contribute alongside the other clinical leads and all clinical and commissioning colleagues to support the development of new models and deliveries of service in your specific clinical area that meet patient and carer needs and ensure access.
- To support the development of commissioning in your specific clinical area.
- To identify gaps in services for the specific clinical area for the people of Sheffield and to develop options and plans to close these gaps.
- To support the development of shared data systems to share and better utilise information across organisational boundaries.
- To support the development of robust arrangements for both quality and activity across your specific clinical area ensuring that every contact counts.
- To provide clinical input into the local strategies to include initiatives across the Sheffield System and the Health and Wellbeing Strategy.

Clinical Leadership

- To proactively develop relationships with all providers of health and social care services in the area.
- To work closely with the clinical leaders of appropriate providers
- To play a key role in relevant groups and committees formed in association with their specific clinical area.

Advice and Support to the Commissioning Group

- To work with practices with the support of the relevant Programme Manager to ensure the implementation of new care pathways and the on-going delivery of care along pathways, in their specific clinical area.

Key Relationships

- Primary Care Providers – Individual GP Practices and Primary Care Networks; Pharmacy, Dental and Optometry Practices and their representative Committees (LMC, LPC, LOC and LDC)
- Sheffield Teaching Hospital
- Sheffield City Council
- Community and Voluntary Services
- Other Provider Organisations
- Yorkshire Ambulance Service NHS Foundation Trust
- NHS England and Improvement

PERSON SPECIFICATION

Job Title: Clinical Lead Ageing Well
Directorate: Operations and Commissioning

Category	Essential or Desirable criteria for the role (E/D)	Method of assessment
Qualifications / Education		
Healthcare professional degree (e.g. medical practitioner, nursing, allied healthcare professional)	E	Physical evidence
Registered as a clinical professional (e.g. GMC).	E	Verification of qualifications
Registered GP with Licence to practice	D	Documentary evidence
Demonstrable evidence of continuing professional development (CPD).	E	
Experience of working in a wide variety of GP service delivery environments	D	
Knowledge / Skills		
Problem solving skills and ability to respond to unexpected demands in a complex healthcare environment	E	
Capability to plan over short, medium and long term timeframes and adjust plans and resource requirements accordingly	E	
Ability to think strategically, while understanding the operational impact of options	E	
An in depth understanding of the relevance of health care provision community, mental health and secondary care.	E	
An understanding of the implementation of evidence based medicine in service development	E	
An understanding of the background to and aims of current healthcare policy and appreciate the implications of this on commissioning services	D	
An understanding of the key stakeholders in clinical commissioning groups.	D	
Awareness of the clinical governance agenda in general practice and secondary care	D	
Ability to assess the political impact of options	D	

Previous Experience		
Experience of working within primary or community care setting	E	Application
Experience and knowledge of national organisations, agendas and developments (NHS England, NHS Digital)	E	Interview
Proven ability to engage effectively with a broad range of stakeholders within and outside the organisation (including staff, patients and carers)	E	
Understanding of the local and national commissioning environment and standards expected by commissioners	D	
Understanding market conditions and pressures on commissioners and providers.	D	
Training		
Willingness to undertake appropriate training in commissioning GP services	D	
Communication		
Ability to deliver excellent written and verbal communication to a variety of different audiences	E	Application
Ability to persuade, influence and negotiate with senior management teams of the respective merits of different options, innovation and new opportunities	E	Interview
Ability to contribute to the presenting of complex and sensitive information to large and influential groups/customers	E	
Ability to receive highly complex, sensitive or contentious information and to communicate and negotiate with senior stakeholders and customers on both difficult and controversial issues	E	
Analytical		
Able to interpret complex sets of information (including service activity and trend data, patient experience, policy and best practice information as well as relationship-based information) and develop a range of options	E	Application
Willingness to contribute to well-balanced, succinct reports and business cases	E	Interview
Able to demonstrate sound judgement in the absence of clear guidelines or precedent, seeking advice as necessary from more senior management when appropriate	E	
Ability to develop, maintain and monitor information systems to support innovation initiatives	D	

Management		
Understanding of how to run an efficient service (e.g. GP Practice).	E	Application Interview
Autonomy		
Must be able to prioritise own work effectively and be able to direct activities of others	E	Application Interview
Ability to work on own initiative and organise workload, allocating work as necessary	E	
Ability to make decisions autonomously, when required, on difficult issues	E	
Financial and Physical Resources		
Numerate and able to understand complex financial issues	D	Application Interview
Leadership		
Effective leadership and decision making skills, able to motivate and work with a range of staff groups	D	Application Interview
Credible with peers and able to engage with and support colleagues through all stages of change, in multi-professional environment	D	
Ability to develop and contribute to an organisational vision	D	
Collaborative Working		
Willingness to develop and foster working relationships between provider and commissioner organisations	E	Application Interview
Ability to work effectively within a team and in partnership with other stakeholders, including across organisational boundaries	E	
Personal Style and Behaviour		
Committed to enhancing the health and wellbeing of patients, supporting self-care approach and improving care	E	Interview
Ability to learn from constructive criticism	E	
Confident and resilient when dealing with difficult situations	E	

<p>Act in ways that promote and support equality, diversity and human rights</p> <p>Displays an understanding of and commitment to equality and diversity, including adherence to the general duty:</p> <ul style="list-style-type: none"> • To eliminate unlawful discrimination • To advance equality of opportunity • And to foster good working relationships <p>Ability to transfer learning and innovation from other business sectors to the health and care economy</p>	<p>E</p> <p>E</p> <p>D</p>	
Other		
<p>Must be a car driver with a valid driving licence or have access to transport with appropriate business insurance in order to travel the to meet the needs of the service. (The post holder may need to travel extensively in Sheffield with occasional travel to regional or national meetings).</p>	<p>E</p>	