

Job Description and Person Specification

Clinical Team Leader

Band 7– [Community Respiratory Services]

About Sirona

Sirona care & health is a Community Interest Company committed to providing local communities with a range of high quality specialist health and social care. For us, it's about the personal approach; we take pride in what we do and deliver the high standard of care that we'd expect for ourselves and our families.

Summary about the Service

- *Deliver community respiratory services; including Pulmonary rehabilitation, specialist advice and guidance to Primary care/ HCPs within Sirona and managing the respiratory NHS@Home acute pathway caseload.*
- *Deliver community oxygen assessments in clinic and home based environments.*
- *To provide both planned and unplanned community based respiratory services.*
- *Provide education and training to Sirona staff and external partners*
- *Current working hours of the service: 8am - 6.30 pm 7 days a week*
- *Based at New Friends Hall, Bristol – expected to travel to patient's homes, clinics, community settings and possibility of BNSSG wide.*

Job Purpose

A Respiratory lead for the community respiratory team will provide leadership and support to staff regarding the delivery of the pulmonary rehabilitation, home oxygen, advice and guidance services and acute caseload on the NHS@home respiratory pathway.

To be responsible for the clinical management of the team and to provide direct and indirect line management.

This post will focus on clinical quality, service improvement, clinical governance & innovation, clinical incidents & risk management within the service.

The post holder will also provide operational leadership; developing long term condition management within community services and ensuring commissioned targets & Key Performance Indicators are met.

As a respiratory specialist clinician, the post holder will provide highly expert assessment and treatment programmes for patients with respiratory conditions. Supporting staff within

the team and wider community to manage patients with respiratory disease effectively.

Key Responsibilities

- Expert advisor to clinical staff within own competence level of respiratory care
- Deputise for the Senior Specialist Services manager as appropriate
- Ensure high quality patient care & implement best practice
- Ensure equity and implementation of care across the BNSSG area
- Provide leadership and management to staff across Respiratory community services within BNSSG
- Develop improvements in delivery, productivity and efficiency within the teams
- Development of services and staff, including clinical training and education
- Development of clinical policies, protocols standards of care and guidelines in line with national and local policy
- Provide operational leadership including budget management, workforce planning and supporting staff within HR processes
- Lead recruitment and identification of training needs/ skill mix within the service
- Promotion of effective public, user and carer involvement in all elements of work
- Management of clinical risk and governance
- Evaluation of services using processes such as audit and data management
- Delivery of performance indicators and targets, delivery of contractual requirements
- Support to customer services and commissioner relationships
- To represent services in forums and maintain networks for clinical practice
- Attend and contribute to STP and CCG meetings, as required
- Actively and positively contribute to the values of Sirona Care and Health
- Ensure that all services are compliant with CQC essential standards and any other relevant regulatory bodies

Skills, experience and knowledge

Essential:

- Experience of leading a team in a similar setting
- Excellent communication, negotiation and influencing skills
- Works well with others and can effectively collaborate
- High level clinical & technical skills in assessment and management of patients with respiratory disease, as well as high level clinical reasoning
- Have and maintain the ability to undertake clinical practice at an expert level
- Professionalism and a total commitment to clinical quality and customer service
- The ability to think and act strategically, empower
- The ability to present information to varied audiences using the most appropriate means
- Is aware of their own development needs and that of those they manage.
- A commitment to equality and diversity and the ability to personally demonstrate our values
- The ability to inspire commitment
- Self-aware and appreciation of their impact on others and on situations

- Experience of Respiratory care at Primary care/ secondary/ community care.
- Experience at Case load management and care planning for
- Experienced in home oxygen assessment including prescribing/reviewing and performing ABG/CBG
- Experience of Pulmonary rehabilitation and exercise prescriptions
- Experience of initiating, implementing and managing change and service improvement.
- Experience in teaching and delivering education to staff, patients and external stakeholders

Desirable:

- Experience in coaching staff
- Be actively involved in professional clinical groups, such as; Professional Groups, Clinical Interest Groups, Peer Review Groups and other professional development activities.
- Contribute to regional/national respiratory forums/platforms

Qualifications and Training Required

Essential:

- Registered Nursing qualification Physiotherapist/ Occupational therapist or to degree level
- Masters level qualification or equivalent in relevant field of respiratory care or currently working towards
- Relevant technical knowledge
- Student mentorship qualification or similar

Desirable:

- Non-Medical Prescriber or the willingness to work towards.
- Post graduate education in COPD/Asthma
- Advanced Clinical Assessment CPD at M level
- Post graduate education in adult education/ student mentoring
- ARTP spirometry qualification.
- Recognised leadership qualification/ recent CPD

Team Structure Diagram

Additional Information

The essence of Sirona is about 'Taking it Personally' and we work hard to ensure that everyone who comes into contact with us feels welcomed, supported, safe and valued; these are the experiences we want everyone to have throughout their employment with us.

Every contact we have with individuals makes a difference and our aim is to make that difference a positive one.

Sirona Values

- We provide care to the standard we expect for ourselves and our families
- We offer a high quality environment where the individual feels in control of the care and the support they receive
- We offer a working environment where high quality care and compassion are respected and rewarded
- Our staff focus on the goals of the individual taking into account their inter-related physical, mental and social care needs
- Every member of staff takes personally their responsibility to improve the health and wellbeing of those to whom we provide support
- We nurture a just culture where all staff are supported to deliver to the highest standard and are fairly held to account when they fail to do so

Taking it Personally

Taking it Personally sets out standards of behaviour that have been developed by staff for staff and support Sirona's values. We expect all staff to adhere to the Taking it Personally behaviours to ensure the Sirona values are upheld at all times.

Taking it Personally underpins Sirona's vision to achieve our aim to make a difference by providing health and social care services ensuring that we

- Focus on individuals, families & communities
- Promote the prevention of poor health and wellbeing and intervene only to support recovery
- Add value to our local communities above what we are contracted to do
- Work with others to ensure joined up services

- Remove unhelpful boundaries between services and professionals
- Continually learn and grow as a Company.

We will ensure that everyone who comes into contact with Sirona feels welcomed, supported, safe and valued in line with our commitment to Taking It Personally.

Making Every Contact Count (MECC)

Staff across Health and Social care has many contacts every day with individuals and are ideally placed to promote and engage in conversations about their health and lifestyle. As part of MECC staff are required to support and encourage individuals to make positive changes to their physical and mental health and wellbeing, including directing them to local services that can support them in making positive changes. MECC focuses on the lifestyle issues that, when addressed, can make the greatest improvement to an individual's health:

- Stop smoking
- Alcohol intake and staying within the recommended limits
- Healthy eating
- Physical activity
- Keeping a healthy weight
- Improving health and wellbeing

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk and expect all staff to share this commitment and promote safeguarding by implementing policies and procedures, acting promptly on concerns, and sharing information appropriately. We are committed to safe recruitment practice and all appointments are subject to satisfactory clearance appropriate to the post.

