

<b>Job Title:</b>	Lead Clinician – Physical Health
<b>Band:</b>	8B
<b>Hours:</b>	37.5
<b>Department:</b>	Nursing and Quality Directorate
<b>Location:</b>	South London and Maudsley NHS Foundation Trust
<b>Reports to:</b>	Deputy Chief Nurse
<b>Professionally accountable to:</b>	Executive Director of Nursing
<b>Responsible for:</b>	Leading and Developing Physical Health Care across the Trust.

### Job Purpose:

Work as an autonomous practitioner providing expert, evidence-based practice to staff regarding Physical Health and Lead the development and delivery of evidence-based Physical Health Care across the Trust.

Provide expert advice on Physical Health issues within the Trust and externally, at local and national level. Contribute to the development and evaluation of physical health training programmes, working collaboratively with key stakeholders. Provide expert clinical advice on Physical Health Care in the Trust Lead Physical Health service development in the Trust, working in collaboration with key stakeholders (within and outside the trust). Initiate research, audit and Quality Improvement initiatives, and disseminate findings. Direct and lead Physical Health policy and practice. Provide professional leadership and support within, and external to the organisation.

The post holder requires highly advanced communication and influencing skills as they are required to work collaboratively with key stakeholders across professional and organisational boundaries within and outside the Trust- at London, national and international level. They will often be required to galvanise the support of staff and departments they do not manage.

Communications and Working Relationships:

Communication with	Frequency
Operational service directors	As required
Deputy Director of Nursing	Weekly

Executive Director of Nursing	As required
Heads of Nursing and Quality	As required
Medical colleagues	As required
Clinical staff of all disciplines	As required
Trust executive	As required
Ward managers/team leaders	As required
Universities	As required
National experts in the field	As required
Commissioners	As required
Voluntary sector	As required
Service users and carers	As required

### Our values and commitments:



### Key Responsibilities:

#### Clinical

- Work where required as an autonomous practitioner providing expert assessments and developing, implementing and evaluating care/ treatment interventions.
- Lead the promotion of evidence-based practice for Physical Health Interventions across the Trust.
- Provide expert advice or provide connections to clinical staff of all disciplines and grades on the assessment, planning, implementation and evaluation of physical Health care/treatment packages for people.

- Provide clinical supervision formally and informally to staff of all disciplines and grades (e.g. nurses, doctors, social workers, Occupational Therapist).
- Lead the annual winter vaccination programme.

### **Education/training**

- Lead in developing and evaluating Physical Health education/training for all Trust staff and contribute to the development of training initiatives in partner organisations.
- Participate in the delivery of education/training of staff of all disciplines and grades formally (on taught courses - up to and including masters level) and informally (e.g. joint work, role modelling, leading clinical discussions).
- Advise the Trust's training department and other education commissioners and providers (eg university departments, primary care trusts) as required.
- Maintain own professional development by seeking out supervision, attending training and conferences and engaging in other development opportunities appropriate.

### **Professional leadership and consultancy**

- Identify national and international policy and research, critically analyse and disseminate information. Draw on this information to prepare written reports and verbal presentations, and initiate and shape strategic developments, governance arrangements, practice and service developments within the Trust in relation to all aspects of physical health and mental Health.
- Provide specialist advice/consultancy to individuals and teams within the Trust (e.g. clinical governance teams, Trust exec, team leaders, and clinical staff).
- Report to senior trust personnel on local, national and international developments and advise implementation plans for delivery within the Trust.
- Provide specialist expert advice/consultancy regarding to individuals and organisations external to the Trust (eg Primary Care Trusts, Public Health England, Department of Health, NICE).
- Maintain a national profile as a Lead Clinician , contributing to national initiatives, presenting papers at national and international conferences and publishing academic work.
- Provide leadership and act as a role model for staff of all disciplines and grades.
- Advise on, and promote the development of, nurses and other disciplines within the organisation eg provide mentorship, advise on career development opportunities.
- Work collaboratively with other Trust leaders to ensure that restrictive practice is reflected in their work streams as appropriate.
- Provide Line management to Corporate Physical Health Care Teams

### **Practice and service development, research and evaluation**

- Lead the development, delivery and evaluation of Physical Health Care across the Trust.
- Inform the development and delivery of Physical Health Care for service users of mental Health provision in partner organisations.
- Lead on the development and/or implementation of policies, standards, guidelines, protocols, and assessment and evaluation tools to support and promote best practice in the Trust, drawing on national and international examples (including Nice GAP analysis).
- Initiate and support the involvement of service users and carers in the development and provision of training.
- Initiate research and audit, contributing to the development of the evidence base, and disseminate findings, locally, nationally and internationally as appropriate.
- Keep abreast of national and international research findings and policy developments, disseminate and promote the application of these to clinical care and service developments.
- Promote nursing research in the trust, contributing to the development of the research skills of nurses in the organisation and supervising and/or advising nurses conducting research.

#### Other

- If a nurse adhere to the NMC code of professional conduct.
- Establish and maintain effective relationships with key stakeholders within and out with the Trust (e.g. clinicians, commissioners, policy makers, researchers, academics).

#### Personal Specification:

How tested: A=Application I=Interview

Education/Qualifications	
<u>Essential Requirements</u>	<u>Desirable Requirements</u>
<ul style="list-style-type: none"> <li>• Registered nurse mental Health Adult on the NMC register A.</li> <li>• Paramedic registered with Health and Care Professions Council A</li> <li>• Master's degree relevant to the field A</li> <li>• Evidence of extensive post registration professional development. A/I</li> </ul>	<ul style="list-style-type: none"> <li>• PhD in health related field A</li> <li>• Post registration qualification relevant to the field A</li> <li>• Advanced Clinical Practitioner A</li> <li>• Non-medical prescriber A</li> </ul>

<b>Experience</b>	
<b><u>Essential Requirements</u></b> <ul style="list-style-type: none"> <li>• Initiating and leading service developments A/I</li> <li>• Providing education/ training (skills based and academic) to a range of professional groups A/I</li> <li>• Conference presentations A/I</li> <li>• Completion of research project A/I</li> <li>• Proven track record of caseload management of people with comorbid mental health and substance use problems A/I</li> <li>• Experience of working clinically in mental health and substance misuse A/I</li> <li>• Work in a range of settings e.g. inpatient, community, residential A/I</li> <li>• Development and implementation of strategies/policies/protocols A/I</li> <li>• Identifying and establishing collaborative relationships across professional groups and organisations, and managing those relationships with sensitivity and diplomacy A/I</li> <li>• Publications A/I</li> <li>• Work/employment in statutory and voluntary sector A/I</li> <li>• Conducting service evaluations A/I</li> <li>• Working collaboratively with service users and/or carers to develop services A/I</li> </ul>	<b><u>Desirable Requirements</u></b> <ul style="list-style-type: none"> <li>• Working with diverse communities A/I</li> <li>• Contribute to national policy development A/I</li> </ul>
<b>Knowledge / Skills</b>	
<b><u>Essential Requirements</u></b> <ul style="list-style-type: none"> <li>• Advanced knowledge and understanding of health care provision and the current policy agenda: Physical Health and mental health nursing A/I</li> <li>• Up to date research evidence in the field A/I</li> <li>• Knowledge of quality standards &amp; policy regarding current Mental Health, Physical Health best practice, guidance and legislation recommendations A/I</li> </ul>	<b><u>Desirable Requirements</u></b> <ul style="list-style-type: none"> <li>• Experience of leading on national innovations</li> </ul>

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## About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities, and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

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## Trust Policy and Procedures:

### Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

### Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

### Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

### Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors and

employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

**Professional standards and performance review:**

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

**Service/Department standards:**

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

**Finance:**

All Trust staff will comply with the financial processes and procedures.

**Safeguarding Children & Vulnerable Adults:**

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

**Code of Conduct:**

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

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**SUMMARY:**

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.