

## JOB DESCRIPTION

### Generalist Palliative Care Network Lead: End of Life Care (EoLC)

#### APPOINTMENT: 12 MONTHS

|                                |   |
|--------------------------------|---|
| <b>Employing organisation:</b> | The South West Strategic Clinical Network hosts these roles and will reimburse the successful candidates current employing organisation on presentation of an invoice |
| <b>Title:</b>                  | Generalist Network Lead<br>(with interest in palliative care)   |
| <b>Accountable to:</b>         | Strategic Clinical Networks   |
| <b>Grade:</b>                  | General Practitioner  |

#### Appointment

This part time post until March 2015` will be managed via a service level agreement defined by the National Clinical Director (NCD) for End of Life Care, Dr Bee Wee. The post holder will be responsible with the specialist network palliative care lead for providing clinical leadership and advice to the network across the full spectrum of palliative care., presenting recommendations to the NCD, Strategic Clinical Networks and NHS England. The post will input into national strategies through the NCD, and also engage clinicians within their area and provide them with the route to disseminating best practice, both locally and across the networks

#### Key Working Relationships:

The network specialist clinical lead for palliative care  
Clinical leads within the strategic clinical network  
Strategic clinical network associate director and improvement teams  
NHS England's NCD for EoLC  
NHS England's Domain Team Leads – Specifically the lead for the Primary Care and Community Services work programme but also linking in with the Integrated Care and Support lead, the Patients in control lead, Parity of Esteem lead, Prevention, the Early Diagnosis & Intelligence lead and the Acute Care programme lead.  
CCG Clinical Leads  
Area team medical director  
Regional medical director  
Physicians/Surgeons related to the specialty  
Local Royal College service and education advisors  
Local Authority/3<sup>rd</sup> sector leads  
Specialist Commissioning Team  
Patient & Carer Representatives  
Variety of key voluntary agencies  
LTC champions

## **1. Job Summary**

Strong negotiation skills, the ability to motivate teams and a flexible approach are required within the role, in order to support the work of the Network effectively and advise and make recommendations about palliative care. A high level of tact and diplomacy is essential, alongside the ability to understand other cultures, to enable effective working across organisational boundaries. The post holder is expected:

- To engage with clinical teams and managers across different care settings to promote engagement, participation and ownership in service delivery models for these services across England
- To provide generalist leadership and advice to the network and support to the SCN team to help facilitate the consistent delivery of care in line with national strategies, outcome frameworks and NICE guidance, through the development of Network-wide clinical protocols, agreements and clinical audit.
- To support the Network in taking forward work or initiatives where there is divided clinical opinion and/or lack of national guidance; gaining clinical support and managing conflict effectively.
- To facilitate improvements in the care and quality of services for patients receiving palliative care.
- Through the Network, support the development of consistently high quality services for patients and carers
- To contribute to the development of evidence-based policies and strategies and contribute to the future development/planning of services
- To champion and support service improvement activities across the Networks
- To work closely with the other Palliative Care Network Leads, the NCD and NHS England to implement improvements

## **2. Strategic Clinical Networks (SCNs)**

NHS England will commission Strategic Clinical Networks to host the managed palliative care networks. The work undertaken by the palliative care networks will be managed via a Service Level Agreement agreed by the National Clinical Director (NCD) for End of Life Care, Dr Bee Wee.

## **3. Key Responsibilities**

### **3.1 Clinical Leadership & Collaborative Working**

- To develop a 'leadership group' to include Clinical Commissioning Group (CCG) palliative care leads in the region, linking with existing end of life care and social care champions within the network area

- Identify 'champions' for specific long-term conditions (LTC) in the region with whom they can link up with re EoLC (i.e. network within network)
- To establish strong working relations with key stakeholders across the Network.
- To feed in to the relevant domain work programmes, especially Primary Care and Community Services, Integrated Care, Patients in Control and Acute Care
- To influence external agencies and bodies in decision making on these services, by working with other organisations in the statutory, non-statutory and private sectors including the NHS England, CQC, Monitor, HWBs, LETBs, AHSNs, NICE, Royal Colleges, voluntary organisations, etc.
- To represent the Network at national meetings and events e.g. NHS England meetings, NICE etc., ensuring that the views of the Network are fully promoted.

### **3.2 Managerial**

- As a member of the Network Steering Group, contribute to the development of EoLC strategy - focussing on one or two key areas for your region and advising on the implications of NICE and other relevant policies and guidelines.
- To encourage and facilitate effective communication and cross-boundary working across both professional and organisational boundaries.
- To provide generalist leadership and advice for the Network and, through the Network, identify individuals who are able to provide advice on specific pieces of work.
- To actively support the development of these services and the dissemination of learning from national and local initiatives.
- To work in partnership with the Network Manager/NHS England's NCD and public health leads in the development of sector-wide plans in relation to key areas including: workforce and education, service models, facilities and information.
- To provide generalist advice to the Network team on papers for the Network Clinical Advisory Groups (or whatever groups are agreed as part of SCN development) on key areas of work, detailing recommendations for further action.

### **3.3 Service Improvement**

- To support the implementation of the EoLC Strategy more broadly
- To support the implementation of proposals from the formal response to the Independent Review of the Liverpool Care Pathway
- To provide generalist leadership and advice to the network to support and inform an evidence-based approach, with the aim of providing high quality, equitable services, across primary, secondary and tertiary care, in potentially contentious and hostile environments where barriers to acceptance may exist.
- To lead on the development of sector-wide clinical guidelines and clinical governance and/or audits relevant to these service areas and to advise on implementation of relevant NICE/National Service Frameworks or equivalent national standards/guidance and frameworks.

- To work with the NCD for End of Life Care to develop commissioning models that can improve end of life care outcomes
- To advise the Network members on perceived areas of 'good practice' relating to these services inside and outside the Y+H area.
- To develop a comprehensive action plan for getting from where they are to where they need to get to

#### **3.4 Clinical Audit & Governance**

- In conjunction with the Specialist Palliative Care Lead, Steer the development and implementation of a documented system of clinical governance across the Network and facilitate Network audits and outcomes, ensuring that this is integrated within the work of the various sub-groups.

## GENERALIST PALLIATIVE CARE NETWORK LEAD – PERSONNEL SPECIFICATION

| <b>Education/Qualifications</b>  | <b>Essential</b> | <b>Desirable</b> |
|--|------------------|------------------|
| Inclusion in the GMC or NMC registers with appropriate qualification to practice within the specialty named and professional registration with appropriate post graduate qualifications in relevant areas to these disease areas | √                |                  |
| <b>Experience</b>  |                  |                  |
| Working at Consultant/senior clinical 'consultant equivalent' level  | √                |                  |
| Managing, training & mentoring staff   | √                |                  |
| Practical experience in facilitating change  | √                |                  |
| Scientific publications, presentation of papers at conferences & seminars  |                  | √                |
| Experience of active involvement in local, regional or national strategy groups  | √                |                  |
| <b>Personal qualities</b>  |                  |                  |
| Able to prioritise work and work well against a background of change and uncertainty   | √                |                  |
| Adaptable to situations, can work productively with people of all capabilities and attitudes   | √                |                  |
| Commitment to team-working and respect and consideration for the skills of others  | √                |                  |
| Self-motivated, pro-active and innovative  | √                |                  |
| High standards of professional probity   | √                |                  |
| Proven and recognised interest in clinical service development   | √                |                  |
| <b>Skills</b>  |                  |                  |
| Strategic thinker with proven leadership skills  | √                |                  |
| Excellent oral and written communication skills with the ability to develop strong working relationships with clinicians and managers at all levels  | √                |                  |
| Effective interpersonal, motivational and influencing skills   | √                |                  |
| Ability to respond appropriately in unplanned and unforeseen circumstances   | √                |                  |
| Good presentational skills (oral and written)  | √                |                  |
| Pragmatic negotiator with sensible expectation of what can be achieved   | √                |                  |
| Computer literate (evidence of knowledge and use of a variety of software packages <i>eg MS Office</i> )   | √                |                  |
| Ability to design, develop, interpret and implement policies   | √                |                  |
| Able to operate effectively across organisational boundaries   | √                |                  |
| <b>Knowledge</b>   |                  |                  |
| Understanding of the broader framework of the NHS Reforms alongside current policies in relation to health and social care   | √                |                  |
| Understanding of social and political environment  | √                |                  |
| <b>Other</b>   |                  |                  |
| Ability to travel throughout the SCN area as required and to travel to meetings nationally   | √                |                  |