

Nottingham City ICP

JOB DESCRIPTION AND PERSON SPECIFICATION

Post title: Primary Care Network (PCN) Deputy Clinical Director

Term: One year

Introduction:

Primary care is the cornerstone of the NHS – providing holistic care to patients and serving the health needs of local communities. Effective primary care is characterised by the strength of team working and ongoing relationships between patients, GPs, community services and other professionals. It has always worked in various forms and sizes, with some areas already coming together to provide care at scale.

As outlined in the recently published NHS Long Term Plan, Primary Care Networks (PCNs) support groups of practices to come together locally, in partnership with community services, social care, mental health and other providers of health and social care including the voluntary sector. There are eight emerging PCNs (formerly called Care Delivery Groups) in Nottingham City. Each PCN will have a named accountable Clinical Director, responsible for delivery, funded nationally, and they will be supported by a deputy Clinical Director supported by NHS Nottingham City CCG.

The remit of the Deputy Clinical Director role is to support the Clinical Director to bring practices and a range of stakeholders together to collaborate at scale for the development and delivery of service to a local population. The PCN and the City Integrated Care Provider (ICP) will provide a framework and focus that will support the sharing of skills, knowledge, good practice and communication across all the member practices.

The role will also bolster the Clinical Director around enabling the PCNs to re-orientate the health and care system towards population health and population health management as they will have a granular knowledge and understanding of their local communities.

Each Clinical Director will also play a critical role in shaping and supporting their Integrated Care System (ICS), helping to ensure full engagement of the PCN and specifically primary care in developing and implementing system plans to deliver the NHS Long term Plan - and its aim of triple integration (primary and secondary care, mental and physical health and health & social care). The Deputy Clinical Director will bring extra capacity to help with this task.

There will be opportunities for leadership development. It is expected that the Deputy Clinical Director will participate in national and local development programmes as well as having the opportunity to access mentoring/coaching.

Deputy Clinical Directors will be key to leading improvement and challenging poor outcomes but, along with the Clinical Director, will not be solely responsible for the performance of the PCN - this is a collective responsibility of the network.

Key responsibilities:

The role of the Deputy Clinical Director will vary according to the particular characteristics of the network including its maturity and local context, but key responsibilities will include:

1. To support the development of excellent relationships across a range of stakeholders within the PCN to enable collaboration for better patient outcomes.

2. To develop relationships and work closely with other PCN Clinical and Deputy Directors, clinical leaders of other health and social care providers (including NCGPA), ICS leaders, Local Authority Commissioners and Local Medical Committees (LMCs).
3. To provide clinical guidance to the PCN, developing and implementing strategic plans, leading and supporting quality improvement and performance.
4. To engage with stakeholders and clinicians in their PCN in order to foster understanding of the rationale for the move to population health and population health management.
5. To engage with all members in their PCN in order to foster understanding of the rationale for the associated development of the ICS, ICPs and PCNs in order to enable this re-orientation. Specifically of developing collaborative General Practice at scale and improving care integration around the place-based registered populations of PCNs.
6. To help staff within the PCN understand, and support delivery of both the Nottingham and Nottinghamshire Integrated Care System (ICS) strategic objectives and outcomes framework, and the local response to the NHS Long Term Plan.
7. To engage with member practices and the wider PCN to understand and feedback issues that are affecting the likely success of the PCN, and work with the Clinical Director to try and find solutions to these.
8. Along with the Clinical Director, foster resilience and sustainability of PCN member practices and the health and social care economy in Nottingham City by promoting out-of-hospital care integration, efficient ways of working and economies of scale.
9. To work with their Clinical Director and support PCN meetings (both City wide and PCN specific), encouraging understanding of the format, rationale and required outcomes. To also support delivery of outcomes of PCN discussions at practice level.
10. In addition each PCN Deputy Clinical Director will develop a link role around a key domain (for example - homelessness & asylum seekers, the new prescribing safety quality indicator, digital access, new network pharmacists role); working closely with other PCN Clinical Directors and Deputies, as well as clinical leads from the ICP and ICS where appropriate.
11. Consistently in all discussions, support work on maximising value (achieving best quality for least cost) - in particular working with the PCN on referral rates, unwarranted clinical variation, effective prescribing and financial efficiencies.
12. Consistently in all dealings, discuss how the PCN can support key system requirements such as urgent care targets, cancer treatment targets, physical health checks on those with serious mental illness.
13. Consistently in all dealings discuss how the PCN can support key system requirements around following best practice guidelines, consistent use of agreed system templates, using eHealthScope and workflow.
14. To work closely with the Clinical Director to support network implementation of agreed service changes and pathways, including with member practices, the wider

PCN and the commissioner to develop, support and deliver local improvement programmes aligned to national and local priorities.

15. Where needed represent the PCN at ICP/ICS clinical meetings, contributing to the strategy and wider work of the ICS and to feedback developments and agreements from these fora to PCN member practices and clinicians.
16. Along with the Clinical Director, represent the PCN at appropriate public meetings and work with all partners to ensure effective involvement and co-production with PCN populations.
17. Along with the Clinical Director facilitate practices within the PCN to take part in research studies and act as a link between the network and local Primary Care research networks and research institutions.
18. To support the Clinical Director with workforce development, through assessment of clinical skill mix and development of network workforce strategy.
19. To carry out any other reasonable requests by employer.

PERSON SPECIFICATION

	Essential	Desirable
QUALIFICATIONS		
<ul style="list-style-type: none"> • Any appropriately qualified clinician who is currently working in a member practice of the PCN 	Y	
EXPERIENCE AND KNOWLEDGE		
<ul style="list-style-type: none"> • A good knowledge of and interest in general practice and primary and community care • An interest in leadership within primary care and the wider health and social care system • Some understanding of the emerging integrated care system arrangements and the implications for general practice • A good working knowledge and interest in new models to strengthen and improve primary care and ideas on how to implement these for the development locally • A understanding of the key priorities within the NHS Long Term Plan • An understanding of population health and population health management • Knowledge of local health issues in own PCN • Experience of working with a wide range of stakeholders across the health and social care system 	<p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p> <p>Y</p>	<p>Y</p> <p>Y</p> <p>Y</p>

SKILLS & ABILITIES		
<ul style="list-style-type: none"> • A sense of vision and ability to innovate - the post-holder will be expected to demonstrate the ability to focus on long-term strategic goals 		Y
<ul style="list-style-type: none"> • Politically astute with an ability to sensitively manage complexity and uncertainty 		Y
<ul style="list-style-type: none"> • Ability to problem solve and maintain objectivity 	Y	
<ul style="list-style-type: none"> • Strong interpersonal, communication, written and presentation skills 	Y	
<ul style="list-style-type: none"> • Ability to quickly establish personal and professional credibility with colleagues and other key stakeholders 	Y	
<ul style="list-style-type: none"> • Excellent organisational and time management skills 	Y	
<ul style="list-style-type: none"> • Committed to own continuing personal development and an ability to support others to develop and progress 	Y	
<ul style="list-style-type: none"> • Commitment to patient and public involvement 	Y	
<ul style="list-style-type: none"> • Understanding of budget and health and social care data 	Y	
PERSONAL QUALITIES		
<ul style="list-style-type: none"> • Good communicator and motivator 	Y	
<ul style="list-style-type: none"> • A collegial team spirit and desire to work with a range of stakeholders 	Y	