

Job Description - One Bromley Clinical Lead – Medicines Optimisation

Role Title:	One Bromley Clinical Lead – Medicines Optimisation
Eligibility:	Registered General Practitioner on the Performers List
Responsible to:	One Bromley Partnership Board
Accountable to:	One Bromley Clinical & Care Professional Lead
Term of Appointment:	Three years

Role Summary

Medicines Optimisation (MO) is an area of activity key to the operational and financial efficiency and clinical effectiveness of the ICS. The primary responsibility of the role is to provide clinical input and strategic support to improve the quality and safety of prescribing in South East London (SEL). The post holder will be expected to take a leadership role in advising how to improve, maintain and monitor standards of prescribing and medicines optimisation in Primary Care Networks and other locally commissioned services.

The post-holder will support constituent GP practices in a specific borough of South East London to implement MO and prescribing initiatives, as well as acting as a clinical champion for the delivery of effective and efficient service models. Although the focus of the role is in one borough of SEL it may involve working with clinical leads in other boroughs across South East London.

Role-specific objectives of the Medicines Optimisation clinical lead are to:

- Improve health outcomes for the people of SE London through successful implementation of decisions made for the use of medicines
- With the Associate Director for Medicines Optimisation reduce health inequalities as they relate to medicines and prescribing
- Achieve financial balance in prescribing budgets
- Maintain credibility of the Medicines Optimisation programme with clinical colleagues
- Increase awareness and understanding of the Medicines Optimisation agenda
- Provide clinical leadership to the medicines optimisation team engaging with stakeholders as appropriate, including:
 - Promoting, communicating, and disseminating learning from, information about and benefits of MO and prescribing initiatives across primary care.
 - Ensuring the borough medicines optimisation team are kept up to date on current issues relating to prescribing raised by clinical colleagues.
- With the Associate Director for Medicines Optimisation, develop a professional network with Clinical Directors of PCNs and practice GP prescribing leads
- Taking lead responsibility for bringing a clinical and operational perspective to decision affecting medicines management services within borough to SEL Integrated Medicines Optimisation Committee (IMOC) and trust Medicines Management Committee where applicable and maintain 80% attendance at these meetings.
- Promote parity of esteem for integrated working approaches at any available opportunity or at any event where interface prescribing issue is raised.
- Reviewing medicines based on evidence, clinical monitoring, efficacy, and side effects for the best interest of the patients and the clinicians.

- Offer clinical leadership on the development and implementation of medicines optimisation QIPP plans, supporting the development and monitoring of a performance framework.
- Provide clinical support and advice on the development and implementation of national and local prescribing policies and guidance.
- Provide clinical support into the development and authorisation of Patient Group Directions as appropriate.
- Provide clinical support as required into the medicines aspects of service developments and service redesign.
- Contribute to the vision for improving Medicines Optimisation across a range of cross cutting programmes of work and challenge processes and existing practices across all parts of the health and care system. For example:
 - service developments & service redesign.
 - long term condition clinical pathways.
 - digital health programmes.
 - public health, health inequalities & patient experience
- Work with other borough clinical MO leads and borough Associate Directors for MO to contribute actively to the MO agenda through:
 - Preparation for, attendance at and contribution to:
 - borough medicines optimisation committee where applicable
 - SEL Integrated Medicines Optimisation Committee
 - Champion representative, diverse and meaningful patient engagement in MO work
 - Support MO QIPP initiatives across primary and secondary care
 - Support communication and implementation of MO guidance, initiatives, programmes across the health and care system
 - Support practice engagement activity as agreed locally
- Promoting the medicines optimisation agenda and encourage adherence to SEL medicines optimisation strategy at patient/member practice communication and engagement events.
- With the Medicines Optimisation team, support practices that require improvement by giving peer support and constructive feedback and sharing good practice
- Signing up to become Antibiotic Guardian and supporting Antimicrobial Stewardship to reduce the risk of antimicrobial resistance

Main responsibilities

The following are the key requirements identified for this role and the approaches needed for them.

Contacts and relationships

- Positively engage with partners and external agencies and act as advocate for One Bromley
- Actively look for potential opportunities with key contacts to improve overall service delivery and performance
- Connect and build trust with colleagues and patients across traditional boundaries – developing strong networks and relationships that work in service of patients over organisations, places or professional groups.
- Engage with GP practices to discuss developments, changes in practice and influence clinical decision making in line with best practice.

Clinical/service decision-making

- Make sound operational, clinical, and professional judgements that ensure safe and effective service provision
- Listen with compassion to the needs, hopes and challenges of those they work with and serve, using this understanding to actively involve others in the decisions that affect their lives.
- Support the Borough Lead to gather, verify, and assess all appropriate and available information to gain an accurate understanding of the situation.

Service delivery and outcomes

- Ensure that the needs of service users and their carers are at the core of the way One Bromley delivers services
- Catalyse and embed ways to test and share new and innovative ideas and approaches that improve how we design and deliver care to our patients and population
- Ensure that service delivery is person centred, outcomes focussed and protective of individual service users' dignity
- Ensure that the service improvements meet all relevant quality standards, specifically CQC, ICS and all relevant NICE guidelines
- Support the effective and efficient deployment of resources to achieve agreed outcomes and targets
- Work as a team member developing and maintaining effective working relationships
- Keep up to date with relevant policies and procedures

Creativity and innovation

- Encourage and test new ways of working together, collaborating, and learning from each other to achieve our collective ambition to improve the health and wellbeing of our population
- Seek out and embrace different ideas, perspectives, and challenges – being able to adapt and change course by continually learning from others around them.
- Takes an innovative and creative approach to solving problems
- Considers innovation in the workplace an ongoing responsibility and welcomes change as an integral part of both individual and organisation development
- Acts as a positive role model for innovation and a facilitator for change

Planning and organising

- Develops practical and realistic plans to achieve outcomes/objectives
- Considers the wider implications with regards to skills, resources in achieving plans/ outcomes/objectives
- Ensures appropriate resources and levels of capability to deliver priorities
- Takes responsibility for delivery of plans, outcomes and objectives which may involve coordinating and organising others

Communication

- Actively contribute to a culture of positive communication
- Support One Bromley Executive deliver presentations and training to staff and externally to partners/ agencies, where appropriate

Financial Management

- Effectively manage resources within your control.

Personal development

- Continually develop own professional knowledge and practise with respect to service speciality
- Maintain professional registration as required (e.g. GMC, NMC, etc.)

Equality and Diversity

- Act in ways that support equality and value diversity
- Identify and seek to mitigate the negative impact of health inequalities in local services
- Help to develop and maintain an organisational culture that supports equality and diversity.

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Person Specification

Clinical/Professional Lead for One Bromley

Supporting Evidence

In the supporting evidence of your application , you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable	Assessment Method
<p>Education and qualifications</p> <p>Registered with the appropriate relevant body (e.g. GMC, NMC, GPHC or other professional body registration)</p>	√		
<p>Experience and Understanding</p> <p>Work in an organization or system that has impacted on care delivery in SEL</p> <p>Experience of previously working with a SEL health provider in a quality improvement capacity</p> <p>Have practiced in a professional capacity within SEL for more than 6 months</p> <p>Listed on a relevant 'Performers List' and undertaking at least one session of work per month in SEL</p> <p>Previous experience of working in a collective decision- making group</p> <p>Experience of providing leadership to a project</p> <p>Experience of informing and leading quality improvements to improve outcomes for patients</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>√</p> <p>√</p> <p>√</p>	
<p>Skills and Abilities</p> <p>A general understanding of health and an appreciation of the broad social, political, and economic trends influencing it</p>	√		

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The ability to recognise key influencers and the skills in engaging them in order to implement quality improvements	√		
Able to engage effectively with a wide range of stakeholders, ensuring effective two-way communication with the member practices	√		
Able to facilitate and encourage active engagement	√		
Ability to communicate effectively across services and professional groups	√		
Ability to identify barriers and find solutions to support best-practice across all local practices	√		
Ability to influence others		√	
Able to plan and chair meetings with multi-professional colleagues			
Other			
Ability to lead and work within a team	√		
Ensures professional values and ethics are upheld	√		
Enquiring, critical approach to work	√		