



Bexley Local Care Partnership Clinical and Care Professional (C&CPL) System Leadership

Application Resource Pack



Our vision..

We believe our Bexley Local Care Partnership will be a progressive 'place' in the new world of Integrated Care Systems and will make a tangible difference to the health and wellbeing of our population.



Welcome

Hello and thank you for your interest in becoming a clinical and care professional leader in Bexley.

Bexley Local Care Partnership vision is for services to be developed with the person at the centre, coordinated and tailored to the needs and preferences of the individual, their carers and family.

Over the next year, we are focusing our efforts as a partnership on:

- Supporting a safe and sustainable system recovery for all health and care services and settings following COVID-19
- Preparing for, and responding to, any potential spikes or a further wave of COVID-19
- Addressing the health, economic, social and racial inequalities that have been brought to the forefront by COVID-19 and the Black Lives Matter movement
- Transforming the health and care system so that it is fit for the future, delivers compassionate and joined up care, addresses inequalities and better meets the needs of our diverse communities.

To support this, we are investing in the recruitment and development of clinical and care professional leaders (i.e. people working within health, care and our voluntary and community sector) to develop strong multi-disciplinary leadership that supports us to make a difference and improve outcomes for our residents.

We are looking for health and care professionals with the energy, ability and enthusiasm to drive improvements in care across organisational boundaries, and tackle inequalities in our population through closer collaboration.

As a collective, we will want to see a leadership cohort that is diverse in their experience, knowledge and background, and reflective of the diversity of the communities we serve. It is not essential that you have previous experience in a leadership role. We will provide development and peer support and learning through experience.

If this sounds like you and would like to find out more then please contact Sarah Birch (sarah.birch2@nhs.net) or Robert Shaw (Robert.Shaw6@nhs.net) to arrange a confidential discussion.



What is the Bexley Local Care Partnership?

- In the Local Care Partnership (LCP), the NHS, local authority, service providers, charities and voluntary sector come together to work in partnership, to design health and care services around the concept of 'place'
- Prevention and early intervention, care at home, self-management of conditions, community resilience and healthcare access are all features of this place-based approach.
- The Local Care Partnership vision is for services to be developed with the person at the centre, coordinated and tailored to the needs and preferences of the individual, their carers and family
- The new systems of care will see partners working together on a strategic level to understand the population and agree how resources can be used to achieve shared objectives.
- It is essential that the views and experiences of local people are at the heart of our plans, driving forward the changes needed to design, deliver and improve on local services

LCP Strategic Objectives

- ✓ Delivering effective integrated health, social care and wider services that best meet the needs of Bexley's population by adopting a 'place-based' approach to health and care;
- ✓ Developing person-centred care services driven by improved outcomes and experience;
- ✓ Integrating services where beneficial to do so;
- ✓ Shifting care to more appropriate settings, including in the community and in the home where possible;
- ✓ Improving the emphasis on the prevention of ill health and promotion of health and wellbeing;
- ✓ Narrowing the inequalities gap in health outcomes between the most affluent and most deprived communities in Bexley;
- ✓ Contributing to the wider growth and sustainability of a vibrant, thriving Bexley community including employment, housing, education and economic growth



What we are looking for

Bexley is very much a learning health and care system with a culture that embraces strong partnership and relationships. We believe our Bexley Local Care Partnership will be a progressive 'place' in the new world of Integrated Care Systems and will make a tangible difference to the health and wellbeing of our population. Therefore, we are looking for a breadth of new clinical and care professional leaders who shares our ambitions. This is an exciting opportunity for clinical and care professionals who work across the Bexley system, who are passionate to deliver change to come forward and help us improve the quality of life for our residents.

Bexley LCP is keen to transform the leadership model to bring in nurses, social workers, voluntary sector leaders, allied health professionals, doctors so we land with a multi-professional leadership model that can support us to make a difference and improve outcomes for our residents. We need individuals with not only the drive and ambition to make change happen but who are prepared to work collaboratively to deliver change on the ground and can flex where needed. We need credible leaders who prioritise the importance of collaborative working, have a developmental mindset and are solely committed to working across organisational boundaries to drive population health improvements, prioritising the need to reduce health inequalities in access.

It is not essential that you have had previous experience in a leadership role as there will be access to leadership development and peer support. We encourage all LCP organisations to support their staff to step up and apply so we continue to retain and develop the future leaders for Bexley.

If this sounds like you and would like to find out more then please contact Sarah Birch (sarah.birch2@nhs.net) or Robert Shaw (Robert.Shaw6@nhs.net) to arrange a confidential discussion. Where you may have specific queries related to a role, we can sign post you to the most relevant individual.



Our priorities for this year

Making tackling inequalities a reality

Managing Long Term Conditions (WS6)

Mental Health (WS3)

Supporting Children & Young People (WS7)

Digital Inclusion

Thamesmead (WS10)

Developing our out of hospital system (WS1)

Urgent & Emergency Care (WS5)

Planned Care (WS11)

Improving Discharge – Home First

Outpatient Transformation (WS8)

Domiciliary Care & Reablement (WS9)

Managing and mitigating the effects of COVID-19

Shielding

Rapid Testing

Infection Prevention & Control (WS4)

Supporting Care Homes (WS2)

End of Life

Enablers



Whole system demand and capacity planning



Workforce



Digital

COVID – 19: SEL System Recovery Plan Summary

Bexley 'System of Systems'

2nd September 2020
V2.1

Our health, our wellbeing, our place



The roles

There are a wide breadth of roles that are being recruited to over the next month that align with Bexley health & wellbeing priorities, emerging workstreams within the LCP with many also needing to link in with work and best practice being progressed at a South East London level. We are in the process of recruiting to the following positions that are staggered in different phases. The table below gives an indication/ update of when they will be advertised.

| Roles | Type | Phase |
|--|-----------------|---------------------------|
| LCP Clinical/Care Professional Lead | Clinical / Care | Not yet advertised |
| Cancer (including living with and beyond) | Clinical | Not yet advertised |
| Quality and Safety | Clinical | Not yet advertised |
| Long Term Conditions | Clinical | Closed for applications |
| Planned Care | Clinical | Open for applications |
| Urgent Care | Clinical | Not yet advertised |
| Children & Young People | Clinical/ Care | Closed for applications |
| Mental Health | Clinical/ Care | Closed for applications |
| Medicines Optimisation | Clinical | Closed for applications |
| Estates/ IT Infrastructure | Clinical/ Care | Not yet advertised |
| Maternity | Clinical/ Care | Open for applications |
| Primary and Community Care | Clinical | Closed for applications |
| LD and Autism | Clinical/ Care | Closed for applications |
| Personalisation including Social Prescribing | Clinical/ Care | Not yet advertised |
| Diagnostics | Clinical | Open for applications |
| Public engagement | Clinical/ Care | Open for applications |
| Workforce Strategy, Resilience, Development | Clinical/ Care | Not yet advertised |
| Population Health Management(PHM)/Inequalities | Clinical /Care | Open for applications |
| Frailty including Care Homes | Clinical / Care | To be advertised on 11/04 |
| End of Life | Clinical / Care | Not yet advertised |
| Sexual and Reproductive Health | Clinical | Out for applications |
| Digital | Clinical / Care | Not yet advertised |

The roles typically vary from ½ day to 3 days per week and applicants need to specify what time commitment they can offer when applying.

A clinician is defined as a doctor, nurse, pharmacist, psychologist or allied health professional. A care professional relates to a social worker or those working in the voluntary / third sector.

Some roles have been identified as requiring a clinician due to the experience, expertise and prior knowledge may need those working in the healthcare sector.



Person specification

While every role has a prepared job description, the overarching characteristics needed from the lead roles are summarised here:

Qualifications and experience

- Evidence of special interest and passion for change in lead area
- Experience of working within the Bexley health and care system
- Experience of using initiative to decide relevant actions and make recommendations
- Working across boundaries and collaborative working, including with communities and members of the public

Attitude

- Proven ability to engage people by the way they communicate and interact, including members of the public, clinical and professional leaders
- Ability to enthuse and motivate others with passion for change
- Commitment to principles of promoting equality and respecting diversity
- Commitment to improving the health, care and wellbeing of Bexley population
- Determination and ability to navigate complexity and ambiguity in an effective way
- Flexible and adaptable when needed
- 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

Knowledge

- Knowledge and understanding of health, care and local government landscape and integrated care agenda
- Knowledge and understanding of population health inequalities and how this impacts people's outcomes and experience of health and care provision
- Understanding of the Bexley system and its population needs
- Understanding of population health-based approaches in tackling health inequalities
- Understanding of safeguarding legislation and guidance
- Understanding of SEL Integrated Care System (ICS)

Skills

- Strong interpersonal and communication skills and ability to maintain a positive and constructive profile
- Ability to influence and persuade, articulate a balanced view, and encourage constructive debate with the confidence to question and challenge effectively
- Politically and publicly astute
- Ability to demonstrate effective system leadership behaviours
- Effective organizer, influencer, and networker



Who is currently in the Local Care Partnership?

**BEXLEY
CARE**
We're here for you

Oxleas **NHS**
NHS Foundation Trust

BVSC
Bexley Voluntary Service Council

NHS
Dartford and Gravesham
NHS Trust

LONDON BOROUGH OF
BEXLEY

**Bromley
Healthcare**
better together

Bexley Care
Bexley Health Neighbourhood Care
Bexley Voluntary Services Council
Bromley Healthcare
Dartford & Gravesham NHS Trust
Greenwich & Bexley Community Hospice
Healthwatch Bexley
Hurley Group
Lewisham & Greenwich NHS Trust
Local Medical Committee
Local Pharmaceutical Committee
London Borough of Bexley Council
NHS South East London CCG
Oxleas NHS Foundation Trust

NHS

South East London
Clinical Commissioning Group


BHNC
GP FEDERATION
INSPIRE EMPOWER CONNECT

**Greenwich & Bexley
Community Hospice**

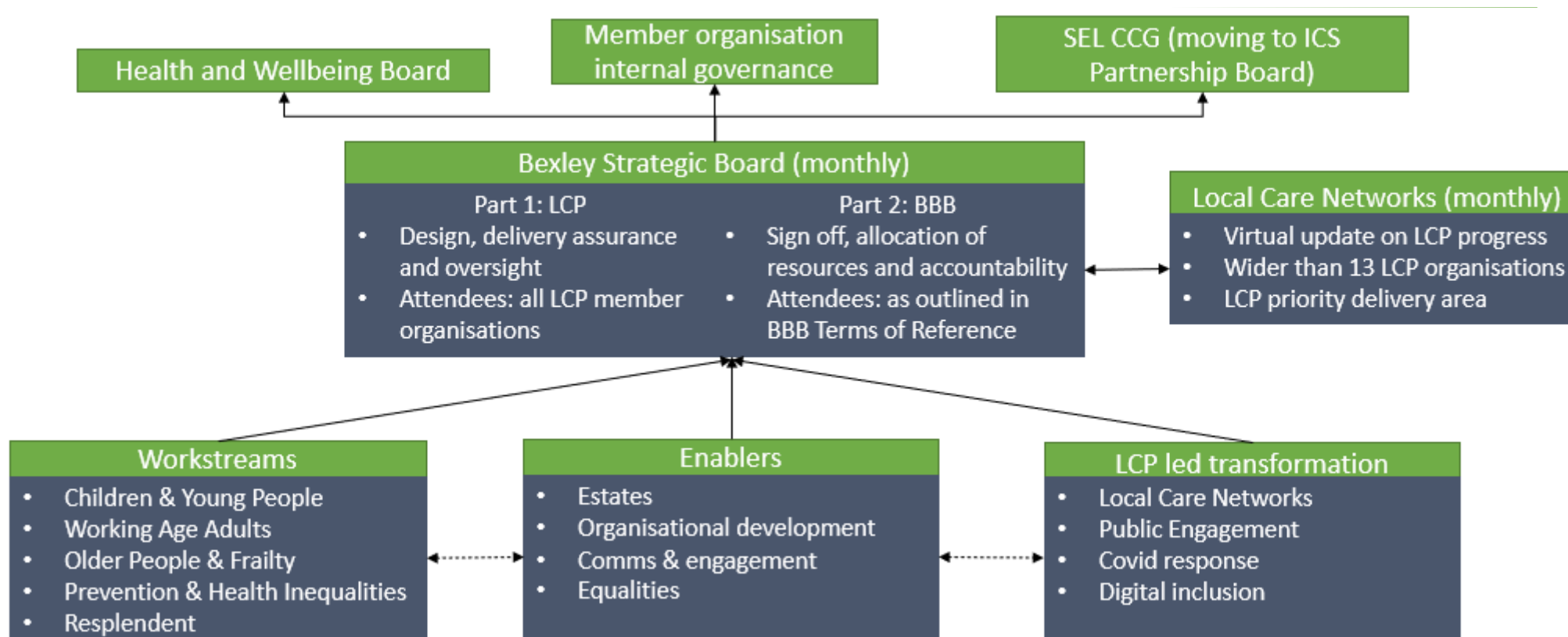
Lewisham and Greenwich **NHS**
NHS Trust

healthwatch
Bexley

But we also need to work with our other system partners if we want to achieve our vision



Overarching governance (LCP)



- The clinical lead roles will be aligned to the local LCP workstreams and assigned a main management link
- Leads will be accountable to the LCP Clinical/Care Professional Lead and Borough Director, but will be expected to work closely with care professional leads and SROs for system programmes where applicable



How to Apply

All published role Job Descriptions are available here:

[Bexley Health and Care Partners Clinical and Care Professional Leads - South East London CCG \(selondonccg.nhs.uk\)](https://selondonccg.nhs.uk)

Applications should be made by submitting:

- Completion of the Expression of Interest form which includes a personal statement which should explain why you are interested in applying for the role and what you believe you will be bringing to it.
- A full and updated anonymised CV
- A completed Equal Opportunities Monitoring Form.

All applications should be sent to:

selicb.transition@nhs.net. All applications will be acknowledged.

For an informal conversation about the post, please contact Sarah Birch (sarah.birch2@nhs.net) or Robert Shaw (Robert.Shaw6@nhs.net) to arrange a confidential discussion.

Phase 1 roles (primary & community, children & young people, long-term conditions, mental health, LD & autism, medicines optimisation):

- Applications CLOSED on 4th April
- Interviews being arranged

Phase 2 (Planned care, diagnostics, sexual & reproductive health, health inequalities & population health, public engagement, frailty):

- OPEN FOR APPLICATIONS
- Application closing date: 25th April

Phase 3 (LCP Lead, cancer, quality & safety, urgent care, estates & IT Infrastructure, personalisation, workforce strategy, end of life, digital):

- NOT YET ADVERTISED

Process:

- Via expression of interest application
- Open to candidates working in health, care or VCS in Bexley
- Panel interview with representatives from the partnership
- Flexible contractual models to release your capacity
- Timelines are subject to change