Future Leaders Fellows

Job Description

Employer: Yorkshire Ambulance Service NHS Trust
Department: Clinical Directorate
Location: Wakefield/YAS wide
Accountable to: Associate Director of Paramedic Practice
Job Type: (12 months) Full-Time, Fixed Term (secondment)
Job Title: Clinical Leadership Fellow - Advanced Clinical Practice
Grade: Band 7/8a equivalent
Salary: AfC Band 7/8a equivalent
Specialty/discipline: Emergency/Urgent Care
Staff Group: Paramedics

Opportunity Overview

At Yorkshire Ambulance Service NHS Trust (YAS), everything we do is inspired by our purpose, vision and values.

Our purpose:

To save lives and ensure everyone in our communities receives the right care, whenever and wherever they need it.

Our vision:

To be trusted as the best urgent and emergency care provider, with the best people and partnerships, delivering the best outcomes for patients.

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Our values:
One team
Innovation
Resilience
Empowerment
Integrity
Compassion

The role of the Clinical Leadership Fellow (CLF) – Advanced Clinical Practice will be to champion emerging advanced practice roles within YAS. Working with key stakeholders to progress innovative models of working that aspire to bridge the current gaps created by silo working between trusts and start to initiate system portability across the Integrated Care Systems of Yorkshire. Their primary focus will be empowering clinicians to deliver the right care in the right place for patients first time. This will involve engaging with the wider healthcare system and building on existing internal capabilities to deliver care closer to patients.

The CLF will assist in providing leadership to evolving development of advanced paramedic practice across the organisation. Supporting emerging innovative new models of urgent and emergency care, the CLF will collaborate and interface with system wide partners in the development of innovative care solutions that supports the sustainability of health and care across the Yorkshire region.

The CLF will develop the leadership capability and contribution of Paramedics and other health care professionals moving in to (or new to) advanced clinical roles. The fellowship is designed to enable the post-holder to develop their own leadership capability, competency and experience, providing them the experience and access to senior levels within the organisation, and other stakeholders across the health and care system both regionally and nationally.

Indicative areas of focus for the CLF will include (but are not limited to):

- Embedding YAS Values in leadership, management and clinical practice through the promotion of leadership by example and role modelling (with a specific focus on attitudes and behaviours)

- Work with stakeholders to initiate opportunities for system portability and rotational working both for trainee and qualified Advanced Clinical Practitioners (Advanced Paramedics and Specialist Paramedics).

- Co-producing initiatives to place patients at the heart of clinical decisions by paramedics and ambulance clinicians.

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- Lead Trust based initiatives to strengthen the capability of clinicians to effectively assess, treat and refer patients with undifferentiated physical and non-physical health needs.

- Promoting and re-enforcing the centrality of personal and professional standards of performance and appropriate attitudes and behaviours.

- Promoting simulation as a driver for developing leadership, and management competency, capacity and experience along with associated non-technical skills.

- Leading and supporting the development of organisational capacity, and systems for Practice Education.

- Raising levels of ambition and aspiration among clinicians to contribute, and provide leadership across the health system, working in collaboration with other professionals and developing effective partnerships with internal/external stakeholders

- Building capacity for Quality Improvement among clinicians, including the early recognition/identification of areas of care/service provision that would benefit from improvement, and application of YAS Quality Improvement methodology.

The CLF will build upon work undertaken by previous leadership fellows (and learning from this work), in developing capacity for the use of simulation, with a specific focus on the use of simulation to develop leadership experience, competency and associated non-technical skills. This will include the further development of simulation to enhance leadership and practice within the ‘virtual care environment’ (for example, within the Emergency Operations Centre (EOC) and NHS 111).

The College of Paramedics has published guidance on Practice Education, in recognition of the critical role it plays in developing the future paramedic workforce to deliver increasingly dynamic and complex care in the out of hospital care environment. There is also recognition of the importance of maximising the opportunity to nurture future leaders, as early in their careers as possible - in order to ensure that the profession has the role models and leaders it will need to continue evolving and developing.

The organisation will ensure that the CLF has:

- Flexibility to set their own goals and objectives within the overall scope of the role as outlined above

- Autonomy to organise attendance at, and participate in, appropriate educational and learning activities throughout the term of the appointment.

- The opportunity to be involved and engage with the decision-making processes of the organisation (attendance at board meetings, involvement in business case planning).

development, identification and management of organisational change, bid writing etc.)

- The opportunity to build networks and engage with both internal and external stakeholders/collaborators/partners.
- Opportunity to engage in research/research processes and projects within the organisation.
- Opportunity to maintain clinical practice and competence in a range of settings (for example, face to face patient contact, or in the virtual care setting – Emergency Operations Centre (EOC) or NHS 111.

**Rationale for the Posts**

With the on-going shortage of doctors nationally and the ever-increasing strain on the healthcare system due to changing demographics and service user needs and expectations, innovative utilisation of the breadth of knowledge and skills provided by our population of healthcare professionals is essential.

Paramedics are one professional group that can offer versatility and a dynamic approach to such innovative delivery of healthcare. The group are becoming increasingly popular as a cohort of potential Advanced Clinical Practitioners, ideal for supporting the evolving system of healthcare provision set to take us into the future.

These individuals will look to ensure the delivery of the right care, at the right time and in the right place to ensure optimum service user experience and care as well as alleviate strain on the system caused by unnecessary visits to hospital Emergency Departments. They can also contribute toward the provision of care within the community as part of a wider MDT to reduce admissions to hospitals and/or expedite discharge from hospital back into the community.

To enable any of the vision to progress, YAS will need the CLF(s) to facilitate strategies and systems to support the sustainable delivery of these models.

High quality practice education is fundamental in ensuring that formal learners are able to minimise any theory-practice gap, consolidating theoretical learning into their practice confidently and competently prior to autonomous practice. The process of practice education is also critical, to enabling and supporting learners/clinicians to identify and develop – through practice – their leadership experience and competence. Key to this is utilising the process to highlight the importance of non-technical skills, leadership by example and role modelling, communication, team working and decision making (as examples).

Clinical supervision is key in ensuring all clinicians delivering care to patients are confident and competent in performing their roles. This is exceptionally important during these times of professional evolvement that are seeing continuous changes in paramedic practice and service delivery.

With the array of possibilities available to drive forward and improve practice education and clinical supervision, this fellow will provide the cohesion between trust departments to allow the evolution and progression, they will evaluate practice and make recommendations for initiatives and developments in future practice reporting their findings to key stakeholders both internally and externally.

**Purpose of the Post**

The Fellowship is designed to initiate and evaluate new models of working that implement the vision of right care, right time, right place. At the same time it will build the training and development of senior clinical leaders by supporting them in a 12-month project-based attachment in a Yorkshire and Humber NHS organisation, as well as providing them with access to educational training over the course of the academic year. The programme offers Fellows a unique opportunity to develop the capability necessary for their future roles as clinical leaders, through working with clinical directors to lead the development of service changes that are part of the organisation’s forward programme.

We welcome applications from experienced and dedicated paramedics, who have a proven interest in pre-hospital care, as well as education and multi-disciplinary learning. These individuals will develop and deliver, in partnership and collaboration with key stakeholders (internal and external to the organisation) new models of working within YAS, they will also develop simulation opportunities and experiences that are designed to develop leadership competency, experience and the development of associated non-technical skills (examples including – communication, inter-professional working, effective decision making, leadership & management competencies, innovation, systems thinking and crew resource management).

**Duties of the Post(s)**

- Support the initiation of system wide/rotational models of working to contribute toward the vision of the Integrated Care Systems of Yorkshire

The fellow will collaborate with YAS and external stakeholders to identify opportunities for rotational models of working to be implemented.

- Co-produce initiatives to place patients at the heart of clinical decisions by paramedics and ambulance clinicians.

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The fellow will work with YAS colleagues and members of the Critical Friends Network, and other patient groups to map and develop opportunities for patient lead care within the context of paramedic practice. Ensuring wherever possible patients are empowered to make informed and well balanced decisions about their care.

- **Support the function of practice education facilitation in YAS**

The fellow will work with the Advanced Paramedics to support the facilitation of practice education. This will include running education sessions and workshops as well as developing forums and focus groups.

- **Promote collaboration between the Clinical, Education and Operations directorates in the development of practice education and clinical supervision in YAS**

The fellow will work with key stakeholders from both the clinical and operations environments to ensure that both are represented when considering the evolution of practices in order to optimise practice education.

- **Evaluate current practice education and clinical supervision in YAS**

Utilising the practices and learning from earlier leadership fellows, this fellow will work with the Practice Placement Team, Clinical Supervisors and Clinical Development Managers to establish a mechanism that allows holistic evaluation of practice education and clinical supervision facilitation. They will also evaluate the personnel involved in the facilitation of practice education and establish a framework of competencies that these individuals will be required to demonstrate in order to assure the trust of optimum quality.

- **Explore opportunities to implement new technologies and practices to enhance and improve practice education in YAS**

The fellow will work with other leadership fellows within YAS, along with Clinical and education colleagues to identify innovations, skills and practices that YAS may consider adopting in order to further enhance practice education and clinical supervision.

The Fellowship also includes:

- **Clinical commitment**

Post holders may continue to undertake a limited amount of clinical work commensurate with their role and level of experience. The extent and nature of this work will be negotiated locally and will include appropriate and clearly identified clinical supervision. This may include opportunities to work clinically within other functions.

within the organisation appropriate to their qualifications and experience. Fellows will not be expected to undertake clinical duties in the first 12 weeks of taking up their post.

- **Other organisational opportunities**

Yorkshire Ambulance Service NHS Trust will provide a number of other developmental opportunities e.g. attendance at board meetings, working with the medical director and Director of safety and nursing, multi-professional teams, project management experience, and exposure to organisation financial management.

- **Support programme**

The post will be supported by a formal programme of learning with other Fellows commissioned by the Health Education England, the Local Delivery Partnership of the NHS Leadership Academy, and which will include taught elements, support through action learning sets and opportunities for coaching and mentoring. Collaborative working and knowledge sharing is encouraged, a dedicated learning environment will be provided.

- **Other national and regional opportunities**

In addition to participation in the support programme provided, the post holder is expected to attend national and regional events appropriate to the role.

- **Management**

Manage budget established for project work (where applicable). No line management responsibility.

The post holder will be expected to undertake the following duties:

- To attend and lead all relevant project meetings within Yorkshire Ambulance Service NHS Trust
- To provide clinical leadership for agreed projects
- To liaise and engage organisation and other sector colleagues as appropriate
- Provide timely and effective clinical advice and leadership working with managers and staff
- Provide written reports on project progress, including risks and issues
- Attend educational modules and development opportunities associated with the Fellowship
- Attend the relevant coaching and learning sets
- Participate in all aspects of the Fellowship scheme and its evaluation
- Act as an ambassador for the Fellowship scheme and promote clinical leadership

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The duties and responsibilities outlined above are not intended to be exhaustive, may vary over time and are subject to management review and amendment.

Core Objectives

- Support the initiation of system wide/rotational models of working to contribute toward the vision of the Integrated Care Systems of Yorkshire
- Embedding YAS Values in leadership, management and clinical practice through the promotion of leadership by example and role modelling (with a specific focus on attitudes and behaviours)
- Support (and contribute to building systems that support) clinicians moving in to advanced clinical roles, to embed YAS values within their clinical and leadership practice.
- Promoting and re-enforcing the centrality of personal and professional standards of performance and appropriate attitudes and behaviours.
- Promoting simulation as a driver for developing leadership, and management competency, capacity and experience along with associated non-technical skills.
- Supporting the development of organisational capacity, and systems for Practice Education. Supporting those transitioning in to (or newly appointed to) advanced clinical roles.
- Raising levels of ambition and aspiration among clinicians to contribute, and provide leadership across the health system, working in collaboration with other professionals and developing effective partnerships with internal/external stakeholders

Appraisal

The Associate Director for Paramedic Practice will supervise the Fellows including setting objectives and agreeing a personal development plan. These will be regularly reviewed. Where possible, Fellows’ development needs will be met through the organisation in conjunction with opportunities provided by the bespoke support programme.

The Lead Paramedic for Clinical Development will provide educational supervision for the duration of the term.

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General

Confidentiality

The post holder is required not to disclose such information, particularly that relating to patients and staff. All employees are subject to the Data Protection Act 1998 and must not only maintain strict confidentiality in respect of patient and staff records, but the accuracy and integrity of the information contained within. The post holder must not at any time use personal data held by the organisation for any unauthorised purpose or disclosure such as data to a third party. Fellows must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the organisations, unless expressly authorised to do so by the organisation. Seconded staff must complete YAS Information Governance training and sign a confidentiality agreement.

Health and Safety

The post holder must co-operate with management in discharging responsibilities under the Health and Safety at Work etc Act 1974 and take reasonable care for his or her own health and safety, and that of others. The post holder must also ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.

Equal Opportunities

The post holder is required at all times to carry out responsibilities with due regard to the organisation’s Equal Opportunities Policy and to ensure that staff receive equal treatment throughout their employment with the organisation.

Risk Management

All staff has a responsibility to report all clinical and non-clinical accidents or incidents promptly through the DATIX system and when requested to, co-operate with any investigation undertaken.

Conflict of Interests

The post holder may not, without the consent of the Yorkshire Ambulance Service NHS Trust engage in any outside employment and in accordance with the organisation’s Conflict of Interest Policy must declare to their manager all private interests, which could potentially result in personal gain as a consequence of the employment position in the organisation. Interests that might appear to be in conflict should also be declared.

In addition the NHS Code of Conduct and Standards of Business conduct for NHS Staff (HSG 93/5) required the post holder to declare all situations where the Fellow or a close relative or associate has a controlling interest in a business (such as a private

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company, public organisation or other NHS voluntary organisation), or in any activity which may compete for any NHS contracts to supply goods or services to the organisation. The post holder must therefore register such interests with the organisation, either on appointment or subsequently whenever such interests are gained. Fellows should not engage in such interests without the written consent of the Yorkshire Ambulance Service NHS Trust, which will not be unreasonably withheld. It is the Fellow’s responsibility to ensure that they are not placed in a position, which may give rise to a conflict between their private patient’s interest and their NHS duties.

Person Specification

The Fellowship Programme is designed to build the training and development of senior clinical leaders by providing them with work-based experience in a new environment, as well as educational training over the course of the 2019/20 academic year. Applications are invited from Paramedics, nurses and AHPs.

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<th>Requirements</th>
<th>Essential/Desirable</th>
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<tbody>
<tr>
<td>Qualifications</td>
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<tr>
<td>Full registration with HCPC and a minimum of three years post qualification experience</td>
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<td>Educated to degree level in appropriate health related subject</td>
<td>E</td>
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<td>✓</td>
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<td>Mentorship/practice education qualification</td>
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<td>Evidence of study at Post Graduate level</td>
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<td>Evidence of further clinical study (preferably at L7)</td>
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<td>Experience and achievements</td>
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<td>Experience of (or specific interest in) simulation</td>
<td>E</td>
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<td>Recent experience of mentoring students/junior staff</td>
<td>E</td>
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<tr>
<td>Evidence of clinical excellence e.g. presentations papers, service nominations, audit and evaluation papers.</td>
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<tr>
<td>Experience of inter-professional partnership working with a range of stakeholders</td>
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<td>Knowledge</td>
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<tr>
<td>Knowledge of HEI paramedic curriculum – ideally both pre and post development theory, principles or programmes</td>
<td>E</td>
<td></td>
<td>✓</td>
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<td>Understanding of current healthcare economy</td>
<td>E</td>
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<td>✓</td>
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<tr>
<td>Understanding of STP/ICS objectives and challenges</td>
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<td>✓</td>
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<tr>
<td>Working knowledge of clinical supervision, quality assurance, clinical governance and best practice.</td>
<td>E</td>
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1. Skills for Care (2007). Providing Effective Supervision, a workforce development tool, including a unit of competence and supporting guidance
### Skills and abilities

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<thead>
<tr>
<th>Skill</th>
<th>A</th>
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<tbody>
<tr>
<td>Excellent ICT abilities</td>
<td>E</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Evidence of involvement in local CPD teaching and training</td>
<td>D</td>
<td>✓</td>
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<tr>
<td>Critical appraisal skills</td>
<td>E</td>
<td>✓</td>
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<tr>
<td>Development of evaluations/audit protocols/grant applications</td>
<td>D</td>
<td>✓</td>
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<tr>
<td>Ability to work with, and lead others, across professions</td>
<td>E</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Clinical practice in specialist/advanced role</td>
<td>D</td>
<td>✓</td>
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### Personal qualities

<table>
<thead>
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<th>Quality</th>
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<tr>
<td>Excellent communication skills</td>
<td>E</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Understands self and impact of behaviour on others</td>
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<tr>
<td>Evidence of continual personal learning and development</td>
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<td>✓</td>
<td>✓</td>
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<tr>
<td>Evidence of Influencing skills</td>
<td>E</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Evidence of professional behaviour- through patient or peer testimony</td>
<td>E</td>
<td>✓</td>
<td>✓</td>
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</tbody>
</table>

*A = Application  
I = Interview  
R = References

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