**Leeds Teaching Hospitals NHS Trust**

**Clinical Leadership Fellow**

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| Job Title: | Leadership Fellow – Primary Care Integration and Patient Flow |
| Department: | Trust Corporate Medical CSU |
| Responsible to: | Miss Nasira Amtul, Consultant Surgeon |
| Accountable to: | Miss Elaine Robinson, Medical Director for Improvement  Mr Stuart Haines, General Manager Corporate Medical Directorate |
| Duration: | 1 year out of programme opportunity / 1 year secondment; There is no clinical component to this role. |
| Base: | St James’s Hospital, although some duties may be undertaken at Leeds General Infirmary. |
| Length of post: | 1 year |
| Contracted hours: | 37.5 - 40 hours per week, but this post could be offered on a less-than-full time basis. |

**Job Description**

**Aims of the post:**

An exciting opportunity has arisen for a Clinical Leadership Fellow (CLF) to work alongside our multidisciplinary surgical team on a project focused on development of structured pathways of managing common surgical conditions across primary care. This role offers the chance to lead pathway design that promotes earlier intervention, timely diagnostics, and improved access to specialist advice, while helping to reduce pressure on hospital services.

Some of the aims of the post are detailed below:

* To provide visionary and compassionate leadership for projects improving patient flow and integration across primary, secondary, and community care.
* To develop structured primary care pathways for common surgical conditions, enabling earlier intervention, timely diagnostics, and better access to specialist input.
* To collaborate with stakeholders and primary care and hospital staff, sharing the best practice and optimise patient pathways.
* To embed digital innovation in care pathways, improving communication, reduce duplication and support early interventions across the system.
* To learn and reflect using a systems-based approach to optimise care delivery, reduce unnecessary referrals, and minimise waiting times in secondary care.
* To analyse and improve current patient pathways and service delivery, providing strategic direction to enhance patient experience and outcomes.
* Through personal development and mentorship, gain the skills to become an effective clinical leader capable of driving sustainable change.
* To collaborate with national programmes and apply evidence-based approaches, supporting the NHS 10 year Health Plan priorities including prevention, integration, and digital transformation.

**Objectives:**

This project aims to create structured primary care pathways for common surgical conditions, enhancing patient flow, earlier intervention, and access to specialist advice through integrated, digitally supported care.

Specific projects include:

* **Developing structured primary care pathways**  
  The fellow will lead the development and implementation of pathways for common surgical conditions, including biliary disease and benign proctology. This will enable GPs to manage these conditions more effectively in the community with better access to diagnostics and maximised use of Advice and Guidance services.
* **Co-production of a shared digital or procedural pathway**  
  The fellow will co-develop digitally enabled systems to improve communication between primary, secondary, and community services. This will support efficient advice, guidance, and referral processes, streamline patient flow, and create sustainable, patient-centred pathways.
* **Strengthening integrated, collaborative care**To establish digitised pathways, the fellow will work closely with GPs, community teams, and hospital clinicians, leading stakeholder meetings and workshops to ensure effective collaboration and pathway design.
* **Applying quality improvement and systems thinking**The fellow will use QI methodology to analyse current pathways, reduce duplication, optimise resource use, and embed digital solutions to enhance efficiency. The aim is to create lasting improvements in patient flow, care quality, and service delivery.

There is potential to extend the scope of the project, facilitating collaboration across multiple services and specialties to further improve integration and patient-centred care.

**Background:**

Leeds Teaching Hospitals NHS Trust (LTHT) hosts one of the busiest general surgery units in the UK, managing a wide range of acute and elective surgical conditions.

The ‘Fit for the Future’ NHS 10-year Health Plan emphasises shifting care from hospitals to community settings, enhancing digital services, and promoting earlier intervention to prevent deterioration. A key priority is optimising patient pathways to reduce unnecessary hospital referrals, streamline access to diagnostics, and improve patient outcomes. Managing common and benign surgical conditions, such as biliary disease and benign proctology, at the primary care level is central to this strategy. By empowering GPs to lead early management, patients can receive timely intervention, avoid unnecessary hospital visits, and benefit from more coordinated care.

In alignment with these national objectives, LTHT is committed to advancing the integration of primary, secondary, and community care services. By fostering collaboration among multidisciplinary teams and leveraging digital solutions, the Trust aims to streamline pathways, improve access to diagnostics, and alleviate pressure on hospital services, delivering high-quality, patient-centered care.

This project represents a significant step towards realizing these goals, focusing on the development of structured pathways for managing common surgical conditions at primary care level. Through innovative leadership and collaborative efforts, the initiative aims to create sustainable, digitally supported models of care that align with the NHS 10-year Health Plan and contribute to the ongoing transformation of healthcare delivery within the region.

**Project information:**

In an ever-evolving NHS, the need to deliver timely, high-quality, patient-centered care has never been more urgent. The NHS Fit for the Future 10-Year Health Plan highlights the importance of transitioning care from hospital to community settings, optimising patient pathways, and enhancing digital services to support earlier intervention and reduce unnecessary hospital referrals.

Leeds Teaching Hospitals Trust (LTHT) hosts one of the busiest general surgical units in the UK, managing a wide spectrum of elective and emergency surgical conditions. Many hospital services are under pressure, with increasing demand for timely access to diagnostics and specialist input.

This post gives the fellow the opportunity to lead a project developing a shared digital or procedural pathway to reduce delays in patient reviews. The role also allows scope to implement innovative solutions and work collaboratively with GPs, community services, system leaders, frontline staff, patients, and key stakeholders. By strengthening integration across primary, secondary, and community care, the project aims to streamline patient pathways, improve patient flow, and ensure timely, equitable, and sustainable care.

**Leadership development:**

There will be a strong focus on developing leadership skills throughout the post in alignment with the nine domains identified by the Healthcare Leadership model. This post will shape the fellow to become a clinical leader and champion for change.

As a member of the corporate medical directorate there is scope to work with senior clinical and non-clinical leaders gaining insight into individual leadership journeys, governance, just culture, equality, diversity and inclusion. Also, the opportunity to gain understanding of the structure and leadership of a large teaching hospital by attending meetings of the medical directorate, board, governance, risk management, quality assurance and operations.

The LTHT cohort of fellows form a unique team as aspiring leaders and critical friends, where they can, in a safe space, learn to lead together across their professional backgrounds. The team environment facilitates peer learning opportunities and the development of high-level leadership skills. LTHT CLFs are encouraged to be curious, fail fast and be their authentic self. They are encouraged to write a leadership journal of reflections and insights into personal growth gained from mentoring, supervision and coaching which is provided by senior leaders, project supervisors, improvement specialists, the corporate medical general manager, and the medical director for improvement. Some executive leaders also provide career coaching.

LTHT fellows can also benefit from: undertaking the Leeds Improvement Method (LIM) course [Foundation and Intermediate] enabling the fellow to provide improvement training and coaching to others; contribute to improvement events and gain understanding into deep rooted problems and how improvement work is scaled up across a large organisation. Additionally, within this improvement domain they can: work with an award-winning quality partner volunteer programme which uses the patient voice to support improvement and tackle health inequalities; attend the LTHT AQUIRE (Audit, QUality, Innovation, Research and Education) conference which promotes collaboration between domains; participate in patient safety incident investigations and observe how improvement is generated and implemented from them, along with gaining experience in quality, risk and governance.

Role modelling and support from CLF alumni and the LTHT ‘chief’ registrars is an additional feature of the LTHT fellowship programme, and as a team of fellows they will have the opportunity to plan and host the Resident Doctor Awards - a celebration of excellence within our resident doctors, and to support corporate events such as World Patient Safety Day. In all aspects of the year, they will learn to work within the Leeds Way Values to become an inclusive, compassionate leader and role model for future CLFs and colleagues.

**Background to LTHT Fellows:**

Leeds Teaching Hospitals Trust has a record of hosting Leadership fellows since 2015 (over 40 in total), and is an exemplar trust for additional opportunities beyond the FLP offering. They are supported in forming a unique team as aspiring leaders and critical friends, where they can, in a safe space learn to lead together across their professional backgrounds. Many LTHT CLFs have gone on to senior leadership roles with notable successes in patient safety and quality of care including:

* securing funding for 12 new consultant posts in Emergency General Surgery
* cultivating pre-operative optimisation pathways and reducing health inequalities across Leeds
* developing the HSJ award winning patient quality programme at LTHT
* a previous cohort of CLFs fronting a discussion with Dame Linda Pollard and Executives on building a collaborative and inclusive future in leadership for non-medical leaders

Quotes from our recent survey of CLF alumni at LTHT include:

“The opportunity to connect with senior leaders beyond a "surface level" has been incredibly valuable. I've learned what truly matters to them, what has shaped their success in leadership, and gained their unique and honest reflections on current challenges in health leadership”.

“It has been the best thing I could have done for my career and I will always be grateful for this opportunity and those that have helped along the way.”

“This is without a doubt the best thing I have ever done NHS career wise, an amazing opportunity. It has allowed me to develop personally and professionally.”

“I knew I enjoyed leadership before it, but the fellowship really showed me how much influence we can all have as leaders, and how important it is to enable leadership in all clinical colleagues.”

Leadership fellows work in a supportive environment and benefit from peer support alongside senior mentorship from the medical and nursing directorate. Fellows are encouraged to get involved in other projects across the trust to gain a wider leadership experience and develop skills such as use of improvement methodologies, developing trust-wide events, plan and chairing of effective meetings and observe the running of a hospital trust board.

**The Leeds Way values**

The post holder will work with colleagues to ensure the delivery of high-quality patient care by exemplifying and helping to embed the Leeds Way values throughout the Trust.

Our values are part of what make us different from other trusts, so we see this as a strength, as well as a responsibility. They have been developed by our staff and set out what they see as important to how we work. Our five values are:

* Patient-centred
* Collaborative
* Fair
* Accountable
* Empowered

All our actions and endeavours will be guided and evaluated through these values.

**CONDITIONS OF SERVICE**

This post is covered by the Hospital Medical and Dental Staff (England and Wales) Terms and Conditions of Service or Agenda for Change.

The post holder is required to be fully registered with the appropriate professional body.

Standards of Conduct and Behaviour

You are required to work to the standards set out by the appropriate professional body.

Your general conduct at work should comply with the standards set out in the Trust’s document on Appraisal, in particular the section on Core Behaviours.

Leave Arrangements

All leave should be applied for in accordance with the Trust’s Leave Policy, normally giving six weeks’ notice of any leave, other than in exceptional circumstances. This is booked on ESR.

Training

During the course of your employment, you agree to undergo whatever training the Trust deems necessary. This may include, but is not limited to, induction training, professional development and safe working practices. Funding of such training will be in accordance with the Trust’s Staff Development Policy.

Health & Safety

The Trust has a responsibility to provide a safe working environment for all staff. As an employee/supervisor/manager you are responsible for your own safety and that of others. This will require you to comply with the Trust arrangements for Health & Safety and Risk Management. As a supervisor/manager, you will be responsible for ensuring your teamwork in a safe manner and are competent to do so.

Equality & Diversity

The post holder must comply with all policies and procedures designed to ensure equality of employment and that services are delivered in ways that meet the individual needs of patients and their families. No person whether they are staff, patient or visitor should receive less favourable treatment because of their gender, ethnic origin, age, disability, sexual orientation, religion etc.

The Trust's Equality and Diversity Policy ensures that barriers to employment for disadvantaged groups are identified and removed, and that no person is treated less favourably on the grounds of their race, ethnic group, religion, impairment, age, gender, sexual orientation or mental health status. Reasonable adjustments will be made for disabled applicants and post holders where required.

Smoking Policy

The Leeds Teaching Hospitals NHS Trust recognises the serious hazards to health caused by smoking and has adopted a strict no smoking policy. Under the terms of our No Smoking Policy, staff, visitors and patients will not be permitted to smoke at any time or in any part of Trust property, whether inside or outside the hospital buildings.

Rehabilitation of Offenders Act & DBS Disclosure

This position involves access to patients during the normal course of duties and is therefore subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975. As such you must reveal any information which you may have concerning convictions which would otherwise be considered as ‘spent’.

An offer of appointment to this post would be subject to the express condition that the Leeds Teaching Hospitals Trust receives a satisfactory Disclosure and Barring Service (DBS, formerly CRB) Disclosure which will check the existence and the content of any criminal record received.

The Trust has the right to withdraw an offer or employment if not satisfied of a candidate's suitability for this position by reason of criminal record or antecedents, especially in cases where no declaration of criminal proceedings has been made on a candidate’s application form or DBS Form. The Trust reserves the right to determine this issue at its sole discretion. If you are successful in being short listed for this position you will be asked to complete a criminal disclosure form to be handed to a representative at interview. Furthermore, if appointed to this post you will be asked to complete a 'DBS Disclosure Application Form' which will be submitted to the DBS.

Leeds Teaching Hospitals NHS Trust has a Policy Statement on the Recruitment of Ex-offenders which is available on request.

Infection Control

The post holder must comply at all times with the Leeds Teaching Hospitals NHS Trust Infection Control policies, in particular by practicing Universal Infection Control Precautions. Hand hygiene must be performed before and after contact with patients and their environment.

Patient and Public Involvement

The Trust has a statutory duty to involve patients and public in evaluating and planning services. All staff have a responsibility to listen to the views of patients and to contribute to service improvements based on patient feedback.

Respect for Patient Confidentiality

The post holder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.