**South Yorkshire Faculty of Advanced Clinical Practice**

Leadership Fellow in Workforce Development in the South Yorkshire Integrated Care System

# Job Description

Applications are invited from candidates to work with the Faculty for Advanced Clinical Practice in South Yorkshire. The ongoing staffing crisis in the NHS will increase the need for diverse workforce development. The leadership fellow will work across the integrated care system to maximise adoption of these roles in hard pressed areas and specialties.

Potential projects for the leadership fellow include:

* Developmental evaluation of care home advanced clinical practice support mechanisms – with a view to demonstration of admission avoidance/reduction and early discharge
* Developmental work to create virtual wards at home and removing barriers to domiciliary remote assessment by advance clinical practitioners
* Review of social care staffing levels and provision – with a view to identifying limitations on discharge planning, reduction of readmissions and care package initiation across the integrated care system.
* Identifying systems and pathways to transform community service delivery dynamically and systematically, improving access to high quality and safer care closer to home through advanced clinical practice care delivery
* Identifying opportunities of advanced clinic practice across the maternity system – with a view to development of midwifery advanced practice and development of physician associates in the maternity workforce.
* Preliminary estimates of advanced clinical practice workforce need across the integrated care system to optimise discharges, rehabilitation, admission prevention for frailty and end of life care.
* Optimise training placement opportunities for workforce development – identifying obstacles to having more trainees across the system, with a view to providing solutions to training bottle necks across disciplines such as: undergraduate nursing; undergraduate medicine, physician associate studies, and advance clinical practice programmes

The leadership fellow will work with the faculty of advanced clinical practice on behalf of the integrated care system to identify priorities for these workforce developments and present solutions that can be implemented.

The leadership fellow will need to establish relationships with primary care, mental health, secondary care and social care. The leadership fellow will need to explore barriers to both training and deployment of diverse staff groups. Focus will also be on enhancing system flow and collaborations across organisational and professional boundaries. As well as development of staff from diverse backgrounds and qualification levels to enhance staffing levels across the integrated care system. The leadership fellow will work with the local workforce action board to ensure that system wide workforce evolution can occur at scale and pace to deliver the health care needed by the population of the region. There will be opportunities to showcase the regional developments at the national level.

The Faculty of advanced clinical practice is responsible to the local workforce action board and Health Education England to operationalise the workforce evolution required to deliver the new models of care needed in the integrated care system. The faculty has a track record of leadership development with three previous leadership fellows.

The leadership fellow will need to understand the systems thinking behind the development of the integrated care system and the workforce plans of the local workforce action board. This work is aligned the national strategic priorities of care integration and health care reformation.

The leadership fellow will need to review the potential distribution of training and employment of these professional to specialties and areas of most need to minimise health care inequalities in the region.

There will be monthly supervision meetings to ensure that project work is on track. The leadership fellow will also work with closely with the core members of the faculty. As well as members of the local workforce action board.

The fellow will be released to attend the future leaders training programme meetings. As well as being able to study for a certificate in leadership.

The post will be hosted by South Yorkshire Integrated Care Board or Sheffield Teaching Hospitals NHS Foundation Trust. This post is 12 months in duration and there is no clinical work associated with this post or any on call.

The post will be supervised by Dr Simon J Clark, Chair of the Faculty for Advanced Clinical Practice in South Yorkshire and by Ms Sarah Fisher, professional lead.

Any candidate who is unable for personal reasons to work full-time will be eligible to be considered for the post; if such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust.

There is no clinical work obligated with this post.

An annual appraisal will be undertaken.

## Main conditions of service

The appointment will be in accordance with the Terms and Conditions of Service of NHS staff (England) as amended from time to time. The arrangement of duties will be such as may be agreed from time to time between the employing authority and the person appointed. Whether the successful candidate chooses to accept a whole-time or part-time contract, it is agreed that any private practice undertaken, whether limited or not by the Terms and Conditions of Service, will in no way diminish the level of service that may be expected from him/her in carrying out the duties specified above (Schedule 9 Terms and Conditions of Service).

The employing authority is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for staff that enables them to report, quickly and confidentially, concerns about the conduct, performance of colleagues. All staff should ensure that they are familiar with the procedure and apply it.

# Health clearance and medical examination

This appointment is subject to medical fitness and the appointee may be required to undergo a medical examination and chest X-ray.

Potential applicants should be aware of the Department of Health and GMC/GDC/NMC or other regulators requirements with regard to HIV/AIDS, Tuberculosis, Hepatitis B and Hepatitis C viruses.

Candidates are advised that they will be asked at interview whether they are aware of anything preventing them from fulfilling their professional commitments and this includes health.

The successful candidate must be immune to Hepatitis B and Tuberculosis. They will be required to provide, in advance of appointment, evidence of immunity **or** have a local blood test (as deemed appropriate by the Occupational Health Department).