Regional Long Term Conditions Lead

## Job details

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| Job title: | Regional Long Term Conditions Lead – South East Region |
| Department: | MH IAPT Basildon and Brentwood and West Essex |
| Location: | Essex |
| Reporting to:  (job title only) | Regional Clinical Lead |
| Direct reports:  (job title only) | IAPT Service Manager and IAPT Clinical Lead |
| Accountable to:  (where applicable) |  |
| Responsible to:  (where applicable) |  |
| Job purpose: | IAPT (Improving Access to Psychological Therapies) is expecting two thirds of its uplift in patient referrals to come from Long Term Conditions (LTC) cohorts. This role is vital to ensure that physical healthcare and mental health care is integrated and aligned.  You will have a special interest, knowledge and experience of LTC and a qualification in CBT. You will be accountable for the seamless referral pathways within areas such as COPD, Diabetes, MSK/Pain, MUS, Stroke linked to the IAPT service. This will involve strong relationships with your physical healthcare colleagues, co-facilitation and creation of CBT based classes for this group, psycho-educational classes for physical health specialists on Mental Health, managing and tracking referrals to ensure IAPT-LTC protocols are followed to reach maximum recovery and hold a LTC specific caseload of patients.  The post holder will provide professional support and guidance for the IAPT teams and ensure resources available are utilised effectively for the day to day Mental Health management of patients with long term conditions. The post holder is an integral part of the South East primary care mental health services and contributes to the needs of the local population. |
| Role and Responsibilities: | * Ability to research and audit assessment tools and other clinical systems to improve practice.   + Act as a change agent in the implementation of local and national agendas for health   + Knowledge of complex care/LTC competencies and implementation to practice.   + Sound knowledge of computer skills   + Work with HR team and L&D manager to ensure that all clinicians maintain relevant accreditations via company approved CPD programme.   KEY RESULT AREAS:  Clinical:   * Identify, assess and manage pathways of patients with complex long term conditions within the allocated caseload in conjunction with other physical health lead clinicians * Allocated caseload in conjunction with other lead clinicians * Ensure all LTC patients are in receipt of NICE approved treatment and correct pathway and disorder specific measures are utilised. * Evidence of Caseload Management * Lead the introduction and use of assisted technology to meet effective long term conditions management, and avoidance of unnecessary hospital admission for patients on the allocated caseload * Offer clinical practice advice and professional support to the IAPT team * Make independent referrals for diagnostic tests and/or opinions and care which requires free, open and informed discussion at all levels from Consultants to GP’s to specialist services * Responsible for the health promotion strategy linking with the prison and ensuring health promotion literature is available to patients * Lead on the provision of educational training programmes to both patients and staff either as on an individual or group basis within scope of knowledge around managing long term conditions ensuring teaching programmes are in place for all staff to maintain their competency and ensure best practice * Lean a multi-agency and multi-professional approach to service delivery; ensuring pathways and referrals to other agencies are appropriate, timely and effective * Ensure a culture of reflective practice within the team to develop quality improvements * Continued professional development evidenced ensuring statutory and mandatory training is completed in line with contractual obligations * To participate in personal and professional development in line with requirements for CPD   Operational:   * Collaborative working with Service Managers and Clinical Leads for the development of services * Continuous development of processes to ensure that LTC clinical standards are maintained * To ensure that all processes are effective and high standards are maintained across our provision * Have a comprehensive understanding of the Vulnerable Adult/Adult Protection procedures, demonstrating an awareness of the referral process * Demonstrate an awareness of the Mental Capacity Act * Provide detailed analysis of performance data as required ensuring all data is up to date and submitted on time   Leadership   * To contribute to service re-design, presenting options appraisals where appropriate * To contribute to business continuity and emergency planning * Ensure all incidents clinical and non-clinical are accurately documented and reported in a timely manner * Ensure records are kept up to date and evaluated to safeguard patient’s confidentiality by being aware of legal and ethical responsibilities * Attend MDT meetings as required * Ensure sufficient and appropriate evidence is collated in relations to audit cycles and governance processes. * To investigate complaints in line with complaints procedures   Communication   * To communicate effectively with patients, families and carers as required, intervening to overcome barriers to communication, using advocacy skills when necessary to achieve effective outcomes for patients who may have sensory impairment, confusion and/or aggression * Develops and maintains effective communications, with internal and external partners * Develops and fosters effective integrated working relationships with all LTC and physical health care departments.   This list is not exhaustive, the post holder will be expected to undertake any other duties as deem necessary by senior managers.  **Equality Diversity & Inclusion (EDI)**  We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do. We believe it is the responsibility of everyone to ensure their actions support this with all internal and external stakeholders.   * Be aware of the impact of your behaviour on others * Ensure that others are treated with fairness, dignity and respect * Maintain and develop your knowledge about what EDI is and why it is important * Be prepared to challenge bias, discrimination and prejudice if possible to do so and raise with your manager and EDI team * Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination or prejudice * Be prepared to speak up for others if you witness bias, discrimination or prejudice |
| Clinical Governance:  (where applicable) |  |
| Training and supervision: |  |
| Additional information: |  |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Educated to Post graduate level * BACP accreditation/accreditable * Minimum Post Graduate Diploma in Cognitive Behavioural Therapy that affords eligibility for BABCP accreditation | * IAPT-LTC training * Registered health care professional e.g. Nurse, D Clin Psych, OT * Diploma in LTC |
| **Experience** | * Experience of working within a multi-disciplinary team * Experience of providing care in line with Long term condition agenda * Experience of working within complex mental health conditions * Experience of effective organisation planning and monitoring of service delivery | * Post nursing registration experience * Evidence of team leadership and supervision * Evidence in participating in planning and/or management meetings at a senior level * Experience working in a team leader role * Demonstrable experience and understanding of health and social care |
| **Skills/knowledge** | * Sound clinical/LTC knowledge. * Ability to lead and develop teams. * Assessment skills, including an understanding of risk assessments. * Ability to work in partnership with other agencies. * Ability to treat service users with respect and dignity at all times, adopting a culturally sensitive approach, which considers the needs of the whole person. * Able to build constructive relationships with warmth and empathy, using good communication skills. * Aware of audit governance for organisation assurance * Ability to think strategically * Evidence of knowledge in:   -Current Professional Issues  -Health promotion  -clinical governance  -national initiatives e.g. NICE guidelines  -LTC  -evidence based practice  • High level critical skills and problem solving skills with a solution focus  • Demonstrating sound judgement in the absence of clear guidelines and recognition of when to seek support / expert guidance  • Good presentation of self, enthusiastic, flexible, innovative.  • Committed to customer care and first class service provision.  • Flexible attitude to working arrangements.  • Ability to work within a pressurised environment. | * Ability to provide and co-ordinate clinical and management supervision * Experience of presenting information to a wider audience * Proven track record of effective use of networking and influencing skills |
| **Specialist training** |  |  |
| **Personal competencies and qualities** |  |  |

# Version Control

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| Owner: | Human Resources | Review: | Annually | Classification: | 1 (Proprietary) |
| Author: | Human Resources | Version: | V1.1 | Status: | PUBLISHED |
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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
| V1.2 | 06/08/20 | Updated to include diversity and inclusion statement |
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