

Job Description

Title of Post:	Clinical Quality Lead
Responsible to:	Deputy Manager
Liaises with:	Deputy Manager, Clinical Lead, clinical team, HR, staff, residents, relatives, external professionals, external training and development bodies.

Job Summary

To ensure high quality standards are achieved and maintained within the clinical and care teams at the Trust. To act as a senior clinical point of skills, knowledge and expertise for clinical staff. To develop a fit for purpose clinical workforce that are able to safely meet the needs of complex neurological residents.

This role's primary purpose is to progress and develop clinical standards, registered nurse competency, clinical education and assurance and quality improvement.

Main Duties & Responsibilities

- Ensure that the nursing team at Trust are suitably equipped and skilled to undertake their role and meet the complex needs of residents.
- Ensure that clinical standards are clearly defined within the service and each Nurse has a personal development plan that is aligned to this.
- Introduce and manage a quality improvement / excellence in care focus within the Nursing Team that is based on support and development.
- Undertake six monthly reviews of resident care plans, with residents and their families.
- Based on the clinical units, provide clinical expertise to the nursing team.
- Act as a point of clinical reference to the wider clinical team.
- Undertake clinical audits, as delegated by the Deputy Manager.

Clinical

- Co-ordinate and manage a clinical competency programme for all Nurses at the Trust.

- Ensure that all nursing staff develop the required levels of competencies within the required timeframe.
- Introduce and maintain individual development plans for all clinical staff.
- Provide shoulder to shoulder supervision alongside nurses when undertaking range of competency based roles.
- Competency programme to include clinical competencies and professional related requirements such as documentation and record keeping.
- Develop and maintain a visible presence in the clinical setting to act as a point of contact for staff, providing support, advice and guidance.
- Work in a collaborative and cooperative manner with all members of the multi-disciplinary team ensuring that good communication is upheld.
- Be a positive role model to all members of the clinical team, working alongside them to develop and engage in best practice
- Identify opportunities for quality improvement in the clinical service.
- Contribute to relevant quality improvement including data collection, supporting change in clinical practice, evaluating clinical outcomes and writing reports.
- Participate in supporting senior clinical managers in medication management compliance.

Leadership

- Directly supervise the Registered Nurses.
- Provide clinical supervision for nurses based on their competency and development needs.
- Ensure that safe clinical practices are maintained within the clinical units and that trained nursing staff are working within professional, contractual and legislative guidelines.
- Work alongside the clinical team to encourage and enable improved resident care.
- Create and maintain positive working relationships within the clinical team.
- Establish an environment that promotes teamwork and continuum of care.
- Ensure that all nursing records are maintained in accordance with agreed standards and the Nursing and Midwifery Council's Record Keeping Guidance.

- Ensure that all regulations are upheld, particularly with respect to The Care Act 2014, and relevant sections of The Health & Social Care Act 2008, Health and Safety at Work Act 1974.
- Report any safeguarding concerns to the Clinical Support Manager, Deputy Manager and/or Registered Manager immediately. Champion the need for vigilance around safeguarding to all colleagues and be a role model for all staff in promoting an environment where concerns can be raised in a safe supportive confidential manner.
- Participate in quarterly Clinical Governance meetings to support the review of clinical standards and identification of areas for on-going development.
- Provide preceptorship support and development for clinical staff.

General

- Promote and maintain a learning environment and leading on the teaching and education of clinical team
- Contribute to the design and development of the induction programme for the clinical team
- Contribute to the development of, and adherence to, all Trust Policies and Procedures
- Maintain confidentiality with regards to all information acquired in the role of Clinical Quality Lead at the Chaseley Trust. *Promote the business of the Chaseley Trust in a professional manner ensuring that an open and welcoming approach is adopted and that good customer care is exercised at all times.
- Attend both mandatory training and external training as required.
- Support in yearly Performance and Development Reviews and attend supervision sessions for clinical overview feedback.
- Encourage equality, diversity and inclusion in the workplace by maintaining a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all staff are recognised and valued.

Education and Training

- Work with the Deputy Manager, Clinical Support Manager and HR Department in maintaining a learning environment and leading on the teaching and education of clinical team.

- Contribute to the design and development of the induction programme for the clinical team.
- Develop and maintain an effective mentorship/preceptorship platform in place for all clinical staff.
- Establish external training links and opportunities for hosting external speakers and specialists at facilitated days and events.
- Promote and facilitate nursing and physiotherapy students at The Chaseley Trust.

Professional Development

- Maintain an active NMC PIN.
- Keep up to date with Revalidation requirements, identifying own learning needs and accessing training when required
- Ensure your own clinical competencies are maintained.
- Keep abreast of developments within the Trust and with other developments locally and nationally regarding health care matters.

Safeguarding

Chaseley Trust is committed to safeguarding and promoting the welfare of vulnerable adults, employees and volunteers. All offers of employment with the trust are subject to pre-employment checks which will include References, Health, Right to Work in UK, a satisfactory Enhanced DBS. Please note that under the GDPR, by making your application, you are consenting to Chaseley Trust processing and retaining your personal information for the purposes of the application. You have the right to withdraw your consent and ask for your data to be deleted at any time, however it will then not be possible for Chaseley Trust to process your application any further.

Final Statement

Please note, irrespective of the post held, and at all times you are responsible for the health and safety of yourself, colleagues, Residents and visitors.

This job description will be agreed between the jobholder and the officer to whom he/she is accountable.

It is a reflection of the present position and will be subject to review and alteration in the event of any future development within the Chaseley Trust. It will be used as the basis for the determination of objectives.



Please sign and return one copy to HR.

Job Holder Name: _____

Signature: _____

Date: _____

Clinical Development Lead Person Specification

<u>Attributes</u>	<u>Essential</u>	<u>Desirable</u>
Physical Requirements	Mobile and fit to work Ability to work flexible hours including nights when required Able to manage own stress	
Professional/Educational Qualifications	RN with active NMC PIN	Further education in related subject (s) Training qualification.
Knowledge & Skills	Teaching & practice development. Staff performance, supervision and appraisals. Delivery of training programmes. Extensive clinical experience. Clinical Competency development. Problem solving and critical thinking skills. Excellent communication skills. Excellent organisational skills. Care Planning. Risk assessments. Clinical assessment skills. Neuro-disability. End of life care. CQC and statutory legislation. Quality Assurance/auditing. Health & Safety. Safeguarding Vulnerable Adults. Mental Capacity Act. Mental Health Act. Customer awareness skills. Computer skills. Working knowledge of Care Act 2014 / Care Standards Act 2008. CHC assessments.	PEG management, Tracheostomy management, Rehabilitation .
Work Experience	At least 2 years experience post-registration Educating and developing staff within a clinical MDT environment. Working with people with complex care needs	Experience of working in educational environment. Experience in clinical supervision Experience in change management
Personality Requirements	Patient, kind & caring. Sensitivity to needs of others.	



A positive role model.
Assertive and approachable.
Remain calm in difficult situations.

Other Requirements

Flexibility.
To participate in the On-call rota.

UK driving licence