

ROLE DESCRIPTION

1. GENERAL INFORMATION

Role:	ICS Primary Care Workforce Clinical Lead
Grade:	Clinician
Commitment:	8 sessions of 3.5 hours per month fixed for 12 months
Responsible to:	Associate Director – Strategic Planning & Workforce Transformation
Accountable to:	SRO Primary Care Nottingham & Nottinghamshire ICS
Location:	Flexible base, covering Nottingham & Nottinghamshire

2. Nottingham & Nottinghamshire ICS Primary Care Delivery

Nottingham & Nottinghamshire ICS (ICS) is working towards becoming an Integrated Care System (ICS) from April 2022. Over the past four years, partners across the system have been working closely on a number of key areas including Workforce. The Workforce agenda is led by the People & Culture Board locally and for Primary Care in particular, the system reports to both regional and national NHS England and NHS Improvement on implementation and delivery against the national Workforce targets. Locally, the Primary Care Workforce programme has been led by the ICS Primary Care Programme Board and has built strong foundations within the ICS. The Primary Care Workforce Clinical Lead role is pivotal in supporting the transition into the ICS and ensuring the Primary Care Workforce is represented across the ICS. This is also a critical time for the Workforce and ensuring, during the Recovery phase of the current pandemic the Workforce is supported to recover, and we continue to retain and recruit our Workforce to ensure high quality Primary Care is delivered for our patients.

3. JOB SUMMARY

The post holder will work across Nottingham and Nottinghamshire. It will be critical that the individual links into the following Boards and Stakeholders:

- ICs Primary Care Programme Board
- ICS GP Provider Forums, GP Practices, GP Federations, Clinical Directors and Primary Care Networks, and the Primary Care workforce
- Nottinghamshire Alliance Training Hub Board
- Nottinghamshire Local Medical Committee
- ICS People & Culture Board
- NHS England and Improvement
- Health Education England
- Partner organisations within the ICS including but not limited to; University of Nottingham, Provider Trusts, Councils
- Royal College of GPs (both regional and national) and other Royal Colleges and organisations representing the Primary Care Workforce roles
- Phoenix Programme
- Nottingham Racial Equity and Diversity Group
- CDA

The stakeholders above will provide support to the individual as well as being important stakeholders in the Primary Care Workforce programme particularly focusing on the Recruitment and Retention of the workforce. Therefore, there will be a need to be flexible on

location in the sessions per week so that there can be effective engagement and reporting to the above.

Key sessional commitments include but not limited to:

- **Chairing of the Primary Care Workforce Group** –monthly
- **Member of the ICS People & Culture Board** – bi-monthly
- **Member of the Primary Care Delivery Programme Board** – Monthly
- **Ad-hoc attendance at the Primary Care Commissioning Committee to present and update on Workforce matters-** ad hoc

This role will include working with National, Regional, and Local teams; identifying and discussing innovative solutions, ensuring clinical perspective and needs are appropriately represented, and representing the programme of work to the clinical community.

At a high level the ambitions of the Primary Care Workforce programme:

- To better understand the Primary Care workforce needs in Nottingham & Nottinghamshire, including where this could be mitigated by different working practices and priority areas to increase GPs and other roles (e.g. multi-disciplinary roles)
- To increase the general practice (e.g. not GPs only) workforce in Nottingham & Nottinghamshire (based on need and set target); including initiatives to attract, recruit and retain primary care workforce

For this leadership role to be successful, credibility with peers will be essential. The post holder will preferably be a practising GP with experience in leading change, excellent interpersonal skills and passionate about improvement.

The post holder will work closely with the Programme's Workforce Transformation Lead, the Programme SROs and through the Primary Care Programme Board They will also give advice and support to the whole programme team to agree a challenging work programme that will enable real and sustainable improvements. The post holder will be responsible for delivering high quality outputs.

Detailed Job Summary

- To better understand the Primary Care workforce demand in Nottingham & Nottinghamshire and work with all stakeholders to identify interventions to increase General Practice capacity; through increased GP supply, developing the contribution of other clinical and non-clinical roles in General Practice and new ways of working.
- Work with the PCN Clinical Directors to align workforce priorities and initiatives with the GP Framework/PCN DES and general practice working at scale.
- Providing clinical leadership within the Primary Care team and across the ICS, working with federations, CCGs, Primary Care Networks, Training Hub and other stakeholders, regarding the development of general practice workforce recruitment and retention plans and new workforce models (e.g. Additional Roles reimbursement schemes).
- Work in partnership with GP representatives, including LMCs, HEE, RCGP, local Universities, Acute/Community Providers, primary care network leads to understand the needs and aspirations of the GP workforce and use this to inform the development of workforce strategies.
- To improve use of skill mix and an expanded multi-disciplinary team within general practice.

- To identify and enable innovative solutions to workforce challenges, such as general practice working at scale, Fellowships, Portfolio Roles, Mentoring, Partner development, Rotational Roles etc.
- To support the leads working on GP retention programmes funded by national schemes such as the New to Practice and Supporting Mentor schemes.
- To work with other programme clinical leads to ensure that workforce is integrated with and facilitating these workstreams.
- To be the single point of access for the Workforce regarding all matters pertaining to Retention and Recruitment of the Workforce.
- Support and contribute to EDI efforts

Key responsibilities

1. Clinical Leadership

- develop strong working relationships with key clinical leads from across Nottingham & Nottinghamshire
- adapt a style to work effectively and collaboratively with ICS, individual practices, federations and clinical and commissioning leaders locally, regionally and nationally
- to participate as a subject matter expert within the following groups:
 - **Primary Care Workforce Group** –monthly
 - **ICS People & Culture Board** – bi-monthly
 - **Primary Care Delivery Programme Board** – monthly
 - **Nottingham racial Equity and Diversity Group**

2. Delivery and Implementation

- Work collaboratively with the programme workforce lead (Assoc Dir of Strategic Planning & Workforce Transformation) to ensure approaches to delivery are clinically appropriate as well as supporting rollout at pace
- Help resolve issues or challenges by bringing in or identifying areas of expertise
- Support identification of measures and indicators of delivery and outcome effectiveness.

4. Communications and Engagement

- act as an ambassador for the General Practice Workforce portfolio
- champion and shape the activities of the programme in all available areas
- act as a critical friend in supporting the development of ICS plans
- communicate and influence a wide range of stakeholders
- develop effective and mutually supportive relationships with key partners
- highly developed communication and coaching style

Person Specification

- Fully registered practicing clinician
- Demonstrable leadership skills, experience of a leadership role
- Ability to engage and influence a broad range of professional groups
- Political skills and ability to influence and negotiate
- Experience of involvement in major change programmes & improvement activities and able to demonstrate impact
- Problem solving and can-do attitude
- Knowledge of Nottinghamshire landscape & health policy
- Commitment to service change and continual improvement
- Experience and ability to deal with ambiguity and change