# Leeds GP Confederation, Medical Lead for Mental Health

# Job Role Specification

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| Job Purpose | The post holder will be the medical lead for mental health for the Leeds GP Confederation.  The purpose of the role is to:   * Provide the strategic leadership for the Leeds Mental Wellbeing Service (LMWS), acting as the ambassador for the integration of primary care mental health services across; the partnership; the Leeds system; and the Integrated Care System. * Oversee the Clinical Governance Board for the new LMWS and provide strategic leadership in mobilisation and embedding service change. * Work with the Strategic Board and the Quality Finance and Performance Committee of the GP Confederation in defining the role of General Practice in improving mental health services and representing the voice of general practice around mental health service transformation. |
| Responsible to | Dr Ruth Burnett, Executive Medical Director Leeds GP Confederation and Leeds Community Healthcare NHS Trust |
| Accountable to | Dr Ruth Burnett, Executive Medical Director Leeds GP Confederation and Leeds Community Healthcare NHS Trust |
| Time Requirements | Two sessions per week (4 hours per session). |
| Contract for clinical leadership services | There will be a 3 way contract between the clinician, the Confederation and their usual practice at a rate of £90/hr, with a session being 4 hours, for 46 weeks per annum. Note that this rate is subject to deduction of tax, national insurance, pension and any other relevant deductions.  In exceptional circumstances, a direct 2 way contract with the clinician could be considered.  The contract length initially will be for 12 months, with a view to extending this for a further period of 4 years. |

The Mental Health Forward View and the NHS Long Term Plan set the strategic direction for the transformation of mental health services. This role is to strategically lead and have the oversight for mental health service transformation, across the partners holding the LMWS contract, and across GP Providers, both representing general practice and bringing general practice along in the change journey.

The GP Confederation is one of 8 providers making up a partnership to who have recently secured a new contract to deliver the Leeds Mental Wellbeing Service Partnership (LMWS) (including IAPT). Each partner brings a unique element to the service model, which has been designed to integrate the mental health offer around individuals, to improve wellbeing and recovery, alongside

increasing access particularly in relation to perinatal and Long Term Conditions (LTC) support. The service model has been designed to operationally deliver and work alongside GP Practices in the 19 Primary Care Networks (PCNs) across Leeds.

As Lead Provider, Leeds Community Healthcare has ultimate accountability for clinical governance within the partnership. It has been agreed that the Leeds GP Confederation will have delegated responsibility to provide the strategic leadership across and for the new service and oversee the clinical governance/assurance for the LMWS (working closely with the LMWS Head of Service and Clinical Leads across all partners) to ensure safe and effective model development to get the best service for the Leeds population.

**Summary of Job description – Core responsibilities:**

**Strategic Leadership**

* Provide a strategic leadership role for the LMWS and be present in appropriate forums, workforce engagement events and key meetings to take forward and embed the LMWS.
* Act as medical lead representative for the LMWS in wider partnership forums across the city to progress integration and system change.
* Chair the Clinical Governance Board for the new LMWS, overseeing assurance processes. This includes working closely with the Head of Service and clinical lead/s for the LMWS to oversee and be assured that robust Clinical Governance processes are set up and implemented.
* Engage with PCN Clinical Directors, GPs and Practice Managers across Leeds to understand what, and to set the direction for how, general practice needs to adapt and change in both delivering and informing mental health service transformation.
* Be an active member working with the Leeds GP Confederation Strategic Board and establishing a reporting format into the Quality, Performance & Finance committee of the Leeds GP Confederation to support the above.
* Engage PCNs and leadership teams to help general practice get ready for embedding the LMWS workforce.
* Help the Partnership achieve integration of service delivery focused around the GP registered list and at PCN level.
* To work to actively combat mental health inequalities, applying your knowledge of the social determinants of mental health in Leeds, and how some communities are at greater risk of poorer mental health.
* Work with general practice to identify and implement ways to increase the IAPT access offer to patients on the registered list.

**Improving Quality and Outcomes**

* Engage with medical staff, clinical staff and primary care leads in all partner organisations to create a collaborative approach to the development of pathways and transformational work streams to help mobilise and embed the LMWS and to ensure the LMWS achieves quality outcomes.
* Contribute to plans for the service to show measurable baselines, performance metrics, evidence of need and deployment of resources, efficacy effectiveness, and impact assessments.
* Challenge members of the Partnership around clinical quality, outcomes and cost effective process.
* Help set a culture of openness, transparency and learning from incidents.
* Stimulate development of innovative service model changes and effective use of resources over the lifetime of the LMWS contract.

**Engagement**

* Ensure the LMWS puts the patient voice and patient experience into and throughout service delivery and development.
* Consult and engage clinical leads and relevant local partners in the promotion and evaluation of the service and pathways to ensure continuous review and development of the LMWS
* Contribute to the development of guidance and educational plans for Leeds GP practices / mental health workforce.

**Key Working Relationships**

* Medical Director (Leeds GP Confederation and LCH)
* LMWS Head of Service (Clinical)
* LMWS Partnership Clinical and Operational Leads
* Clinical Directors of PCNs
* Confederation Primary Care Development Team
* Patient Forums

**GP Confederation Medical Lead for Mental Health**

**Person Specification**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified GP, practicing within Leeds. * Relevant professional qualification or equivalent. * Unblemished registration with GMC or other relevant body. * Evidence of continuing professional and personal development. | Post Graduate Degree in a relevant subject or equivalent  *Demonstrate on application form* |
| **Experience** | * Experience of working effectively with stakeholders and partners on developing and implementing strategy. * Proven record of leadership and delivering transformational change in a complex environment. | Formal leadership development  *Demonstrate on*  *application form and Interview* |
| **Knowledge and skills** | * Maintaining up to date knowledge and understanding of the national, regional and local policy and priorities for mental health care, to be effective for a programme lead. * Good understanding of: The Mental Health Forward View, the NHS Long Term Plan and PCN development. * Good understanding of the population’s needs around their mental health and how they present within general practice / the Leeds system. * Good understanding of clinical governance process and the function and role of Boards in overseeing service delivery. | *Demonstrate on application form and Interview* |
| **Abilities and Personal Qualities** | * Commitment to working collaboratively with colleagues and staff, both in the statutory and 3rd sector. * Commitment to ensuring the involvement of patients and the public in improving services. * Able to build relationships across all stakeholders. * Able to set clear targets and standards for performance and behaviours. * Ability to manage a demanding workload and meet tight and often conflicting deadlines. * Able to ‘think on their feet’ when dealing with convoluted and complex problems. * Ability to communicate at all levels, adjusting their communication style to the appropriate audience. * Ability to travel to locations throughout the Leeds area and beyond. * Commitment to the principles of co-production and supporting others to deliver according to these principles. * Must demonstrate sensitivity to the needs of disadvantaged groups in the planning and delivery of services and interventions. | *Demonstrate on application form and Interview* |