

POST TITLE	LEAD ALLIED HEALTH PROFESSIONAL
DIRECTORATE	EDINBURGH HEALTH AND SOCIAL CARE PARTNERSHIP
SERVICE	EDINBURGH HEALTH AND SOCIAL CARE PARTNERSHIP
RESPONSIBLE TO	SERVICE DIRECTOR - OPERATIONS
NUMBER OF POST HOLDERS	1
ACTING UP/ SECONDMENT	NO

PURPOSE OF JOB

The Lead Allied Health Professional (AHP) is responsible for supporting AHP professional development and practice within the Edinburgh Health & Social Care Partnership

The Lead AHP will have a direct professional governance role in relation to all NHS Lothian and City of Edinburgh Council AHPs in the Partnership.

The role will be directly engaged, in any clinical, care, professional and strategic leadership considerations or decisions for all Allied Health Professionals working in the Partnership to ensure that the quality of services and care provided is optimised. As a member of the Partnership's Operational Senior Leadership Team and the Edinburgh Integration Joint Board, the Lead AHP has an active role in contributing to the strategic direction of the Partnership.

To work collaboratively with the Chief Officer, Service Director - Operations, Clinical Leads, Chief Nurse, Chief Social Work Officer and all Service Managers to deliver best outcomes for the people of Edinburgh and ensure maximum impact of AHPs is achieved. While the post holder will be operationally accountable to the Service Director - Operations and they will be professionally accountable to the AHP Director and be part of the NHS Lothian (NHSL) Allied Health Professionals (AHP) leadership team.

To provide expert AHP advice to ensure delivery of high level, safe and effective care whilst ensuring compliance with standards of professional practice and conduct.

THE WHAT - MAJOR TASKS/JOB ACTIVITIES

- As a member of Partnership's Operational Senior Management Team, participate in developing the Partnership's strategic plans, vision and objectives, ensuring these are developed in direct relation to present and future needs ensuring the contribution of AHPs is included and considered.
- Provide professional leadership and guidance to the Partnership, the EIJB and AHP services, ensuring compliance with clinical and professional guidelines, best practice, and AHP policies at all times.
- Provide advice and guidance to the Locality Managers and Head of Hospital and Hosted Services on effective use of AHP resources to maximize available budgets.
- Promote and support the delivery and development of the Single AHP services and their contribution to EHSCP service delivery.
- Promote and develop a collaborative working culture, building strong relationships between operational and professional roles across NHS, the City of Edinburgh Council and Integrated teams.
- Responsible for the analysis of highly complex information and data in order to make judgments that will direct, influence and improve clinical and care practice e.g. AHP Operational measures data set, Demand, Capacity and Queue information, Quality Improvement data to demonstrate effectiveness, safety and productivity within clinical services.
- Responsible for the development of proposals, innovative solutions to a variety of complex and multi-faceted AHP/service user issues, where there might be conflicting expert opinions/options and lead the decision-making process based on the best available evidence at that time e.g. Modernising Primary Care and the contribution of AHPs to Multi-disciplinary Teams. Development of Advanced Practice roles and determining best of use of resources and professions to meet partnership strategic aims.

- Provides leadership by implementing and delivering strategic plans, by contributing to and interpreting Scottish Government policy, guidance and research evidence; leading by initiating and supporting local action, identifying and developing standards of care to improve health outcomes.
- Make judgements about clinical and care risks and supporting senior management colleagues across EHSCP with regards to opportunities around models of care.
- Identify opportunities to influence service development and redesign, balancing highly complex and sometimes conflicting opinions, advice, and political drivers to meet demand and deliver safe and effective services. E.g. Opportunities for role development and skill mixing.
- Contribute to the ongoing restructure of services; ensuring that all statutory requirements are met including obligations, guidance and regulations currently in place for Local Authority and NHS services.
- In conjunction with Senior Operational Managers, will be responsible for the Partnership's AHP workforce planning and safe staffing, including developing advanced practice and assistant practitioner roles as part of multi-disciplinary and multiagency teams.
- To actively contribute and participate in Lothian wide and national AHP work streams, forums and meetings as appropriate.
- Deputise for the AHP Director as required.
- Contribute to the development of national and local AHP strategy development in conjunction with the AHP Director, other Chief/Lead AHPs and Single AHP service leads in other partnerships, councils and acute sector, to develop services which best meet people's needs, ensuring high standards of clinical and care governance whilst remaining within available financial resources.
- Responsible for the interpretation and implementation of national/local policy in respect of AHP services within the Partnership. Responsible for advising Partnership colleagues on the implications/ impact of any new initiatives on AHP services.
- To ensure that the pre and post registration education of AHPs in the Partnership reflects national guidance and statutory requirements, including promoting the National Career framework.
- Link with HEIs (Higher Education Institutions) ensuring AHP education is provided and developed in line with the needs of the services to support future developments.
- Responsible for ensuring appropriate and well delivered clinical and care governance standards are in place for all AHP professions in the Partnership ensuring an ethos of pursuit of excellence.
- In collaboration with senior operational managers, develop and implement a robust reporting system for monitoring performance and delivery of AHP services, analysing data and dealing with any adverse/critical incidents and ensuring mechanisms are in place to support change of practice where appropriate.
- Professional accountability for all AHPs in the Partnership, with AHPs themselves professionally accountable to the AHP Director.
- Oversee AHP complaints through the relevant organisations complaints process and develop culture of learning from adverse events.
- To initiate, promote and support AHP research, audit and quality improvement initiatives in support of the delivery of the outcomes of the Partnership.
- Providing assurance through professional leadership and processes that the patient safety and quality agendas, delivered by a diverse range of AHP professional staff and services across a range of clinical and care specialties services and sites, within two organisations.
- Balancing the conflicting and competing priorities of EHSCP, NHS Lothian and City of Edinburgh Council to best support service delivery, innovation and improved outcomes for the people of Edinburgh.
- Balancing competing demands in a changing environment across the city and influencing systems to optimise outcomes for patients and clients. Maintaining awareness of current operational, strategic, professional, clinical and management issues that impact upon the safe and effective delivery of services.
- Building effective networks and collaborating with colleagues throughout Edinburgh, Lothian, Scotland and the UK in order to ensure appropriate professional influence in implementation of policy and development across the Health and Social Care partnership.
- Working across integrated services, recognising and embracing differing cultures and ways of working across NHS and the City of Edinburgh Council. Maintain continuity of standards, communication and support and energy of staff in an integrated rapidly changing environment; whilst at the same time safeguarding personal health and safety and that of other colleagues and service users.
- Responsible for building relationships with the Operations Senior Management Team, clinical and care teams and partner agencies to develop a climate where challenging practices and working patterns create effective and sustainable solutions - requiring sensitivity and strong relationships.

- Manage highly sensitive, contentious, and emotional situations to include complaints handling, dealing with critical incidents, meeting with distressed relatives and hearing disciplinary and grievance cases including appeals.
- Required to defuse situations, and to be professionally competent in dealing with the emotional impact of people who present with behaviours that challenge services.
- Demonstrate the highest level of interpersonal and communication skills given the need to communicate regularly with staff and other colleagues in the Local Authority and Voluntary Organisations.

THE HOW - KNOWLEDGE AND SKILLS (E.G. CREATIVITY & INNOVATION, CONTACTS & RELATIONSHIPS, DECISION MAKING)

- Degree or equivalent in one of the AHP professions.
- Health and Care Professions Council (HCPC) Registered AHP.
- Educated to SCQF level 11 or equivalent experience, in leadership/management plus significant additional leadership experience in a senior AHP management/leadership role.
- Exemplary understanding of the NHS, local authorities and cultural, social and political environments and professional /legal guidelines.
- A strong understanding of AHPs roles, responsibilities and statutory duties within NHS and local authorities.
- Demonstrable experience of working at a senior Allied Health Professional level managing risk, complaints, governance processes and quality standards.
- Experience of practice development and innovation at organisational level, people management, education, performance and budget management.
- Experience of influencing change.
- Extensive knowledge and understanding of clinical and care governance, quality assurance, improvement and evidence based clinical and care practice.
- Proven effective change/project management and leadership skills and the ability to direct change at a clinical and strategic level.
- The post holder requires the ability to communicate highly complex and sensitive issues. This requires exemplary and highly developed interpersonal skills using negotiation, motivation, influencing and persuading skills to work with groups who may not always hold similar views and where proposals may have direct consequences on current service provision.
- Experience of working in a multi-agency arena, in partnership with other agencies and particularly academic institutions, voluntary organisations and local authorities.
- Experience of participation in national professional forums and professional learning events.
- Highly developed interpersonal skills.

ENVIRONMENT (WORK DEMANDS, PHYSICAL DEMANDS, WORKING CONDITIONS, WORK CONTEXT)

- The post holder will be regularly faced with situations where there are conflicting views on the best way to achieve set objectives and will be required to negotiate, influence and persuade to achieve a consensus.
- Dealing with contentious, negative or hostile situations and responses that require sensitive and skilled handling will be a regular feature of the job.
- Expected to manage own time to meet tight and often conflicting deadlines, and to deliver outcomes to agreed quality standards.
- Deal with frequent interruptions in response to providing advice, dealing with crisis management and attending to complaints and feedback.
- Although the post may be exposed to some physical demands these will be predominantly within the range of normal office-based activities.
- Although the post will have some requirement to take care in relation to the working environment, work activities and dealing with people this will not be more than the normal required of a council employee. Occasionally there will be a requirement to work within clinical areas for designated work streams.
- There will be some, infrequent, requirement to travel to other sites within the Lothians, and to other HSCPs in Scotland.

SUPERVISION AND MANAGEMENT OF PEOPLE (NUMBERS AND TYPE OF STAFF)

The role has direct professional accountability to the Allied Health Professional Director for all NHS AHPs employed within Edinburgh HSCP. The role provides support and professional advice for all Partnership AHPs.

The role will support and influence Single System AHP services in EHSP including Podiatry, Speech and Language Therapy and Dietetics (NHS AHPs circa 400 WTE, CEC AHPs circa 80 WTE).

RESOURCES

The post holder will influence the AHP workforce budgets (£20m) within the EHSCP e.g. influence service redesign by providing professional advice on use of AHP resources in services that are operationally managed across health and social care.

The post will be responsible for a range of office equipment and will update and maintain data.

HEALTH AND SAFETY (DO NOT ALTER THE WORDING OF THIS SECTION)

Protecting the health and safety and welfare of our employees, and our third parties including members of the public, contractors, service users and pupils, is the starting point for a forward-thinking Council.

All employees are responsible for:

- Taking care of their own health and safety and welfare, and that of others who may be affected by their actions or omissions;
- Co-operating with management and following instructions, safe systems and procedures;
- Reporting any hazards, damage or defects immediately to their line manager; and
- Reporting any personal injury and work-related ill health, and accident or incident (including 'near misses') immediately to their line manager, and assist with any subsequent investigation, including co-operating fully with the provision of witness statements and any other evidence that may be required.

Line managers have additional responsibilities for ensuring all health and safety risks under their management are identified, assessed and controlled, with specialist input from H&S Advisers and others including Occupational Health where required. Where the risks cannot be adequately controlled the activity should not proceed.

Additional information can be found in the [Council Health and Safety Policy](#).