

Lead Allied Health Professional

Department;	Health and Community Services
Division;	Group Managing Director
Reports to;	Head of Care Group
JE Ref	HCS037
Grade: 13	JE Date: 1/11/2019

Job purpose

The post holder will provide professional and operational leadership and be accountable for the management of Allied Health Care staff teams. The role will be responsible and accountable for ensuring the highest standard of clinical care is provided within the wards, departments and services for which they are responsible.

Job specific outcomes

1. To have responsibility for the delivery of the Allied Health Care strategy across the Allied Health Care services. Operational responsibility to be able to deliver the high standard of clinical care and modernisation of services.
2. Manage human and material resources within their designated area and be responsible for ensuring Allied Health Care meet cost targets that are part of a larger budget held at Head of Service level, to ensure financial sustainability within the care group.
3. Responsible for the staff governance arrangements in relation to professional regulation, supervision, and revalidation, ensuring a workforce that is fit to practice.
4. Performance manage direct reports, and enable personal and professional development that underpins the strategic direction of the organisation and ensures effective delivery of high quality care.
5. Maintain and enhance standards of patient care, through the implementation of continuous quality improvement initiatives, regular service evaluation and developments that involve patients/users of the service.
6. Provide day to day professional leadership and management of the Allied Health Care workforce to ensure efficient and effective use of manpower, patient outcomes, patient experience and patient safety is mitigated.
7. Provide clinical advice and expertise to peers, patients and management to ensure that best practice is promoted and delivered in order to reduce the risk to patients and that the safety of the patient journey is maximised.

8. Communicate national and local policies and initiatives that impact on patient and Allied Health Care including policies, guidelines and competencies and implement these in practice to ensure practice remains contemporary and in-line with good practice.
9. Provide specialist Allied Health Care input to the Head of Care Group, Head of Profession and other key managers to enable them to progress service development, business planning and service delivery.
10. Work as a member of the multi-professional health and care teams in furthering the clinical governance programme ensuring safe and auditable practice.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisational structure



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications Please state the level of education and professional qualifications and / or specific occupational training required.	Current HCPC registered with the appropriate specialist qualification for the job Master's degree in Health related subject or equivalent level of experience.	

	<p>Evidence of further relevant professional courses and CPD</p> <p>Management or Leadership award / qualification</p>	
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Budget Management</p> <p>Active engagement in clinical supervision</p> <p>Advanced clinical knowledge and skills.</p> <p>Knowledge of quality and governance agenda</p> <p>Expert practitioner in specialist area</p> <p>Understanding of HCPC Code of Practice and requirements of it for the practice and behaviour of staff and self, and the midwives rules</p> <p>Highly developed specialist knowledge of underpinned by theory and experience.</p> <p>Candidates must display expert level knowledge of the Governance and Risk frameworks required to underpin the delivery of safe patient care.</p>	<p>Project Management experience</p>
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Strategic awareness in service development</p> <p>Advanced knowledge of MS Office Suite</p>	<p>Ability to devise and implement service/departmental policies.</p>
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Ability to present effectively both verbally and in writing</p> <p>High level interpersonal and influencing skills</p> <p>Ability to plan and organise complex programmes that may require urgent responses</p>	<p>Ability to analyse service, client, organisational and staffing issues.</p>

	Self-motivated and able to lead a team	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Experience in undertaking research and applying to practice.</p> <p>Significant post qualification working experience in order to have developed consolidated practice to lead the staff teams.</p> <p>Experience of working in an autonomous Allied Health Care role.</p> <p>Experience of working at a senior clinical level within a managerial role.</p> <p>Demonstrable experience of managing change effectively.</p> <p>Demonstrable experience at Ward Manager level</p> <p>Significant management, human resource and operational experience</p> <p>Experience of working in an autonomous AHP role</p> <p>Experience of designing and delivering training to colleagues at all levels</p>	

Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties identified in the States of Jersey tier 4 core accountabilities attributes and