

Hospital at Home (Acute) Clinical Manager

Professionally accountable to: Head of Nursing

Responsible to: Director of Operations

Key Relationships: Patients
MediHome staff (permanent and bank) and managers/directors
NHS multidisciplinary staff/teams
NHS Trust Lead Manager for MediHome services

Role Summary

The Clinical Manager is responsible for the efficient day to day management and leadership of a team based on a NHS Trust site(s), and for maximising the opportunities for MediHome to provide clinical services while maintaining high levels of patient care, quality and meeting patient activity levels.

The Clinical Manager will be expected to work autonomously within a pre-determined framework of quality, activity and efficient use of resources with appropriate management team support.

Key Accountabilities:

Quality of Service	<ul style="list-style-type: none"> Responsible for the quality standards of patient care within the team, ensuring they are achieved in a pro-active manner Evaluate all aspects of patient care ensuring that shared learning takes place. Keep up-to-date with current clinical practice and question established practices to ensure that they are fit for purpose
Leadership and People Management	<ul style="list-style-type: none"> Act as a positive role model for the team, leading by example Take decisions that are in the interest of team effectiveness, balancing between team and individual needs Encourage the development of team members and team culture addressing individual development needs including appraisal and professional development
Relationship Development	<ul style="list-style-type: none"> Build and maintain effective relationships with key staff, seeking opportunities for feedback to inform continuous service improvements Demonstrate trustworthiness, flexibility and a professional approach Develop effective communications with all staff including hospital sites and within MediHome. Communicate effectively with all MediHome staff including bank members to ensure high levels of engagement
Problem-Solving	<ul style="list-style-type: none"> In conjunction with MediHome managers, use a creative and proactive approach to problem solving, ensuring that patient outcomes and safety remain top priority.
Planning and Scheduling	<ul style="list-style-type: none"> Plan and schedule patient care activities to ensure the most suitable and efficient use of resources while maintaining clinical and cost-effectiveness. Re-prioritise as necessary.

	<ul style="list-style-type: none"> Allocate appropriate clinically qualified staff to meet the patients requirements.
Service Development	<ul style="list-style-type: none"> Act as an ambassador for MediHome's services and proactively raise awareness of MediHome's capabilities and services. Identify and develop opportunities to provide additional care services.
Financial Management	<ul style="list-style-type: none"> Maintain a high quality service delivered within defined targets Seek opportunities to make more effective use of existing resources and assets Demonstrate an awareness of cost efficiency Develop an appreciation within the team of the importance of balancing quality, efficiency, effectiveness and appropriateness.

General

Be personally accountable for own actions and omissions in line with the appropriate of Professional Council Code of Conduct and to take every opportunity to maintain and improve knowledge and professional competence.

Ensure compliance with all MediHome corporate policies, local policies and legal requirements relating to clinical care and Health and Safety, and the storage of drugs.

Ensure that equipment is handled correctly and maintained in safe working order.

Ensure that MediHome confidential information is not disclosed, including information about staff and patients, to any unauthorised member of staff, or to anyone outside the employment of MediHome who is not authorised to such information.

This job description is intended to reflect, in outline, the envisaged responsibilities of the post-holder, which may change over time with the corporate and local business needs of MediHome Ltd. It will be subject to periodic review, as a minimum annually.

Essential Requirements for this role include:

Qualified Nurse (RGN 1st level) or Diploma in Physiotherapy/BSc(Hons) Physiotherapy
 3 years post registration experience
 1 year recent/current experience pro-actively leading clinical teams in an acute or community setting
 Current venepuncture skills (for nursing qualified Clinical Manager)
 Current cannulation skills (for nursing qualified Clinical Manager)
 Current IV treatment/therapy skills (for nursing qualified Clinical Manager)
 Evidence of continuing professional development

Ability to:

- undertake patient assessments
- provide high quality acute nursing care to patients in their homes
- utilise electronic patient records systems (training on MediHome specific records systems will be given)
- use basic computer packages, i.e. email, etc.

Preferred Requirements for this role include:

Previous experience in: community care or an acute care environment, managing your own workload and that of a team
 ENB 998/C&G 730 or equivalent (for nursing qualified Clinical Manager)

Car drivers are preferred but may not be essential depending on the location of the role.