Fellowships in Clinical Leadership
(Darzi 9 Fellowships)
2017/18

DARZI FELLOW JOB DESCRIPTION

Employer: King’s College Hospital (KCH), For and on behalf of King’s Health Partners (KHP)
Department: Orthopaedics and Plastics
Main Base: King’s Health Partners, London – including Camberwell, Bromley and London Bridge,
Accountable to: Director of Clinical Strategy KHP & Clinical Director, Orthopaedics, KCH
Job Type: Full-Time, Fixed Term 12 months
Job Title: Darzi Fellow in Clinical Leadership
Required Grade: Medical Trainee ST4/5; AHPs including Physiotherapists and Dieticians
Salary: Previous salary will usually be maintained if within the parameters above
Specialty/discipline: Orthopaedics, Improvement, Transformation and Redesign
Staff Group: Clinical

Darzi Fellowship

The Darzi Fellowship Clinical Leadership Programme is designed to build the training and development of senior clinical leaders by supporting them in a 12-month project-based attachment in a London NHS organisation, as well as providing them with educational training over the course of the 2017/18 academic year. The programme offers Fellows a unique opportunity to develop the capability necessary for their future roles as clinical leaders, through working with clinical directors to lead the development of service changes that are part of the organisation’s change programme. We welcome applications from experienced and dedicated clinicians, who have a proved interest in education and multi-disciplinary learning. The Darzi Fellowship is considered a prestigious post and is highly recommended for aspiring clinical leaders.

King’s Health Partners

King’s Health Partners Academic Health Sciences Centre brings together one of the world’s top research-led universities, King’s College London, and three of London’s most prestigious and highly regarded NHS Foundation Trusts – Guy’s and St Thomas’, King’s College Hospital and South London and Maudsley.
Our partnership provides a powerful combination of complex clinical specialties that cover a wide range of physical and mental health conditions and a breadth of research expertise that spans disciplines from medicine and biomedical sciences to the social sciences and humanities.

There are three parts to our mission: excellence in research, education and clinical care. To support our mission, we are delivering programmes of work to:

- Join up mental and physical healthcare so that we treat the whole person, mind and body
- Increase the value of the care we provide and the outcomes we achieve for our patients and service users
- Integrate care across local primary, secondary and social care services to make it easier for people to get the care and support they need
- Improve the public health of our local community by tackling inequalities and supporting people to live healthy live
- Bring together our collective strength and expertise in a range of specialist areas to deliver world-leading care, research and education

We are uniquely structured to deliver our mission for excellence. Our 21 Clinical Academic Groups (CAGs) bring together all the clinical services and staff from the three trusts with the relevant academic departments of King’s College London.

www.kingshealthpartners.org

Role Purpose

We would like to appoint a Darzi Fellow to join in the work led by the Value Based Healthcare Programme and Orthopaedics and Trauma Clinical Academic Group to develop a Value Calculator Toolkit. This innovative methodology will support King’s Health Partners: King’s College London, and Guy’s and St Thomas’, King’s College Hospital and South London and Maudsley NHS Foundation Trusts; as well as colleagues in primary and social care in Lambeth and Southwark and in Our Healthier South East London programme to:

- Bring together meaningful and consistent patient-centred metrics based on outcomes defined by patients and carers.
- Measure outcomes and the true costs of care across end-to-end pathways
- Quantify the potential impact that investment and disinvestment decisions have on patients, carers, the local health economy and wider society.
- Ensure that the mental, physical and psychosocial needs of people are all understood and addressed holistically.
- Evaluate and learn from the outcomes that we achieve, through research and transparent use of data to
reduce variation in practice and outcome for patients and the wider system.

The Darzi Fellow will be at the centre of developing our approach, with a rare opportunity to work closely with patients, carers, front-line teams and world-leading academics and senior leadership teams.

The Fellowship includes a portfolio of project-based components:

1. Service Transformation projects

Fellows will work with the Director of Clinical Strategy at King’s Health Partners and Orthopaedics Leads across the Partnership to analyse end-to-end elective orthopaedics pathways as part of the Value Based Healthcare Programme. The role will include looking at outcomes that matter to patients and carers and identifying the true cost of producing these outcomes across community, primary and secondary care settings. The role will require the fellow to work with multidisciplinary clinical teams, Trust transformation programmes and commissioning bodies to identify how the value methodology can be applied to improve patient outcomes, while considering sustainability within the local health economy. The candidate will ensure that all initiatives are aligned, with the existing Change Programmes within Trusts; NHS values, the Five Year Forward View and the STP. Through this work Fellows will learn about change implementation, process improvement and management across organisational boundaries and the wider health and care economy.

2. Supporting capacity building within the organisation for clinical leadership

Working with the relevant departments within the organisation, the Fellow will work with health economists, implementation scientists and clinical academic groups to develop a methodological toolkit that will enable clinicians and managers to understand and apply value principles in their quality improvement work. To ensure that capacity is developed and owned by those responsible for implementing change, the fellow will be active in promoting co-production by working closely with stakeholders within orthopaedics and other specialities to ensure that outputs from the toolkit are understood and meaningful to healthcare professionals. In order to do this, the candidate will be expected to travel to clinical sites across South East London to meet with clinical teams, strategic managers and commissioners. Working with the Orthopaedic departments, the Fellow will produce a report identifying opportunities for embedding mental health services within the orthopaedics pathway, develop leadership and organisational skills among trainee doctors and other healthcare professionals within the organisation.

The Fellowship also includes:

4. Clinical commitment

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1 Funding to support Fellowships is awarded subject to an assessment of a change management project outline submitted by participating organisations.

Post holders may continue to undertake a limited amount of clinical work commensurate with their level of experience and appropriate to their training status as required by the Fellow. The extent and nature of this work is to be negotiated locally with the Clinical Director of KHP and the Orthopaedics department and will include appropriate and clearly identified clinical supervision. The clinical component of the post will not exceed an average of three sessions per week and in order to assist with orientation to the new role, Fellows will not be expected to undertake clinical duties in the first four weeks of taking up their post.

5. Other organisational opportunities

The organisation will provide a number of other developmental opportunities e.g. attendance at board meetings, working with multi-professional teams, project management experience, and exposure to organisation financial management. The organisation will provide a one-week induction to the health system context in line with the outline provided by LSBU.

6. Support programme

The post will be supported by a formal programme of learning with other Fellows commissioned by the London Leadership Academy, the Local Delivery Partnership of the NHS Leadership Academy, and which will include taught elements, support through action learning sets and opportunities for coaching and mentoring. Collaborative working and knowledge sharing is encouraged, a dedicated learning environment will be provided.

7. Other national and regional opportunities

In addition to participation in the support programme provided, the post holder is expected to attend national and regional events appropriate to the role.

Main duties and responsibilities

The post holder will be expected to undertake the following duties:

- To attend and lead relevant project meetings within the employing organisation across a number of sites and frequently outside of the 9-5 working hours.
- To provide clinical leadership for agreed projects.
- To liaise and engage organisation and other sector colleagues as appropriate.
- Provide timely and effective clinical advice and leadership working with managers and staff.
- Provide written reports on project progress, including risks and issues.
- Attend educational modules and development opportunities associated with the Fellowship.
- Attend the relevant coaching and learning sets.
- Participate in all aspects of the Fellowship scheme and its evaluation.
- Act as an ambassador for the Fellowship scheme and promote clinical leadership.

The duties and responsibilities outlined above are not intended to be exhaustive, may vary over time and are subject to management review and amendment.
Appraisal

The Director of Clinical Strategy, KHP and Clinical Director for Orthopaedics, KCH will supervise the fellow including setting objectives and agreeing a personal development plan supported by the Fellow’s LSBU Coach. These will be regularly reviewed. Where possible, Fellows’ development needs will be met through the organisation in conjunction with opportunities provided by the bespoke support programme.

General

Confidentiality

The post holder is required not to disclose such information, particularly that relating to patients and staff. All employees are subject to the Data Protection Act 1998 and must not only maintain strict confidentiality in respect of patient and staff records, but the accuracy and integrity of the information contained within. The post holder must not at any time use personal data held by the organisation for any unauthorised purpose or disclosure such as data to a third party. Fellows must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the organisations, unless expressly authorised to do so by the organisation.

Health and safety

The post holder must co-operate with management in discharging responsibilities under the Health and Safety at Work Act 1974 and take reasonable care for his or her own health and safety, and that of others. The post holder must also ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.

Equal opportunities

The post holder is required at all times to carry out responsibilities with due regard to the organisation’s Equal Opportunities Policy and to ensure that staff receive equal treatment throughout their employment with the organisation.

Risk management

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to, co-operate with any investigation undertaken.

Conflict of interests

The post holder may not, without the written consent of the organisation engage in any outside employment and in accordance with the organisation’s Conflict of Interest Policy must declare to their manager all private interests, which could potentially result in personal gain as a consequence of the employment position in the organisation. Interests that might appear to be in conflict should also be declared.
In addition the NHS Code of Conduct and Standards of Business conduct for NHS Staff (HSG 93/5) required the post holder to declare all situations where the Fellow or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation), or in any activity which may compete for any NHS contracts to supply goods or services to the organisation. The post holder must therefore register such interests with the organisation, either on appointment or subsequently whenever such interests are gained. Fellows should not engage in such interests without the written consent of the organisation, which will not be unreasonably withheld. It is the Fellow’s responsibility to ensure that they are not placed in a position, which may give rise to a conflict between their private patient’s interest and their NHS duties.
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DARZI FELLOW PERSON SPECIFICATION

The Darzi Fellowship Programme is designed to build the training and development of senior clinical leaders by providing them with work-based experience in a new environment, as well as educational training over the course of the 2017/18 academic year. Applications are encouraged from a wide range of professions, including: Doctors; Nurses and Midwives; Allied Health Professionals; Paramedics; Dentists; Healthcare Scientists; and Pharmacists.

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<th>Requirements</th>
<th>Essential/Desirable</th>
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<tr>
<td><strong>Qualifications</strong></td>
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<td>Full registration with relevant professional body, e.g. GMC, GDC, NMC, HPC, GPC, HCPC</td>
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<td>Undergraduate Degree at 2:2 or above, or equivalent qualification / experience.</td>
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<td>Postgraduate Medical/Dental Trainees at the ST4/5, CT3, SAS, GPST3/4 level from a recognised specialty school training programme or nurses/AHPs/Healthcare Scientists at Band 7/8a level with substantial clinical practice experience.</td>
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<td>For medical trainees: satisfactory progression through training, as evidenced by satisfactory outcomes in relevant specialty examination, e.g. RITA, ARCP.</td>
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<td>For medical trainees: meets HEE / LETB ‘out of programme experience’ (OOPE) requirements or other required permission</td>
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<td><strong>Experience and achievements</strong></td>
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<td>Previous co-ordination or management or leadership experience within or without health care</td>
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<td>✓</td>
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<td>Evidence of clinical excellence e.g. prizes, presentations papers</td>
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<td><strong>Knowledge</strong></td>
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<tr>
<td>Knowledge/Understanding</td>
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<td>Applicable</td>
<td>Relevant</td>
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<tr>
<td>Organisational development or management or leadership development theory, principles or programmes</td>
<td>E</td>
<td>✓</td>
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<td>Current issues and challenges within health care delivery in London and in the wider NHS</td>
<td>E</td>
<td>✓</td>
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<td>Quality improvement/safety improvement/clinical governance principles application within clinical settings</td>
<td>E</td>
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### Skills and Abilities

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<tr>
<th>Skill/Ability</th>
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<tr>
<td>Teaching and training</td>
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<td>✓</td>
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<td>Critical appraisal skills</td>
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<td>Ability to develop educational programmes</td>
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<td>Development of evaluations/audit protocols/grant applications</td>
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<td>✓</td>
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<td>Ability to work with, and lead others, across professions</td>
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### Personal Qualities

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<tr>
<td>Good communication skills</td>
<td>E</td>
<td>✓</td>
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<td>Understands self and impact of behaviour on others</td>
<td>E</td>
<td>✓</td>
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<tr>
<td>Evidence of continual personal learning and development</td>
<td>E</td>
<td>✓</td>
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*A = Application / I = Interview / R = References