

## One Health Lewisham, South London and Maudsley Trust and NHS Lewisham CCG

### MENTAL HEALTH LIAISON CLINICAL LEAD

#### 1. INTRODUCTION

Lewisham Health profile: The health profile for people in Lewisham varies significantly from that found across England, but is similar to many inner London boroughs. Lewisham is one of the 20% most deprived districts/unitary authorities in England and about 26% (15,300) of children live in low income families. Health inequalities Life expectancy is 7.1 years lower for men and 5.5 years lower for women in the most deprived areas of Lewisham than in the least deprived areas. The rate of alcohol-specific hospital stays among those under 18 was 18.3\*, better than the average for England. This represents 12 stays per year. Levels of teenage pregnancy are worse than the England average. Levels of breastfeeding initiation and smoking at time of delivery are better than the England average.

Mental Health Services in Lewisham are identified as a key area for the development of an integrated population focused health care economy. To this end a new provider alliance is being developed to deliver seamless mental health service provision, initially to adults of working age. This alliance will be between key stakeholder partners, initially One Health Lewisham (OHL), the South London and Maudsley Foundation Trust (SLaM), Bromley and Lewisham MIND and the London Borough of Lewisham.

It is essential that there is appropriate clinical involvement in the development and transformation of mental health services aligned to physical health and social care to ensure a robust and integrated system of care. To ensure this development OHL, in conjunction with NHS Lewisham CCG and SLaM, intends to recruit a replacement clinical advisor/ advisors from amongst its member practices to engage and assist in the development and transformation of services.

#### **ONE HEALTH LEWISHAM**

One Health Lewisham is a GP Federation established in 2017 that has grown out of four neighbourhood GP federations in the North, Centre, South East and South West of the South London Borough of Lewisham. OHL works to develop pan Lewisham ways of working, reduce variation, improve quality and support GP Practices. Services provided by OHL include the GP Extended Access Service, a care home service, a coordinated care service, a GP Resilience Programme and various others.

#### **SLaM**

South London and Maudsley NHS Foundation Trust provides a wide range of mental health services, including the major statutory provider for mental health services in south-east London and Increasing Access to Psychological Services.

#### **Mental health liaison clinical lead**

The role(s) will provide a key input into the commissioning of adult mental health services in Lewisham and the implementation of both health and social care strategies. Alongside this the role(s) will provide primary care input into the formation and future development of a mental health provider alliance. This will involve working closely with the Joint Mental Health Commissioning Team and across South-East London as appropriate. The role will facilitate a two-way communication with primary care colleagues ensuring effective engagement, with a requirement to feedback to the Clinical Commissioning Directors and membership meetings either verbally or in writing.

## **2. PROCESS**

The process will be conducted to recruit the best person(s) for the clinical advisor role regardless of age, colour, sex, race, disability, nationality, ethnic or national origin, religion or belief, sexual preference or marital status. There is opportunity for this to be shared by more than one individual.

### **a. Notification of Opportunity**

A direct communication will be sent by e-mail to all Lewisham GPs. This will include the role brief, person specification, application form, and recruitment timetable.

Details about the role and application process will also be posted prominently on the GP Interactive website, and included for information at neighbourhood meetings where timescales allow.

### **b. Application**

Application for the role will be by submission of a C.V and standard application form (appendix 1) to OHL at [recruitment@onehealthlewisham.co.uk](mailto:recruitment@onehealthlewisham.co.uk) by [0900 Monday 3<sup>rd</sup> September 2018]

### **c. Shortlisting & Interview**

Applications will be shortlisted and interviewed by a panel comprising:

- Clinical Director lead for Mental Health
- Representative from OHL
- Representative from SLaM

## **3. ROLE BRIEF**

The role brief in Appendix 2 defines the purpose of the role and outlines key objectives.

#### **4. MANAGEMENT AND REPORTING**

Line Management: There will be two branches of line management for this role. Within OHL, the clinical mental health lead will report to the CEO, and ultimately to the board of One Health Lewisham. Within SLAM the clinical lead will report to the Clinical Director Lewisham Operations Directorate.

There will also be linkage to the Joint Commissioning Lead for Mental Health and the Clinical Director Lead for Mental Health at NHS Lewisham CCG. Reporting: The clinical advisory mental health lead will produce quarterly reports and documentation for projects e.g. project plans, measurable outcomes / KPIs for the particular projects, details of data gathered, reporting regarding sustainability and outcomes.

#### **5. REMUNERATION**

£80 per hour, paid by One Health Lewisham on receipt of invoice from the post holder's employing practice.

#### **6. TENURE**

Initial one year period.

#### **7. TIME COMMITMENT**

Six hours per week. This will include regular meetings as well as time spent outside meetings.

#### **8. PERSON SPECIFICATION**

The person specification in Appendix 3 defines the professional and personal attributes required for the role, which will also form the selection criteria.

#### **9. SUMMARY TIMESCALES**

Closing date for applications	0900hrs, Monday 3 <sup>rd</sup> September 2018
Shortlisting	3 <sup>rd</sup> – 7 <sup>th</sup> September 2018
Interview	10 <sup>th</sup> – 21 <sup>st</sup> September 2018
Clinical Advisor in place	Monday 24 <sup>th</sup> September 2018

**APPENDIX 1**

**Application Form**  
**MENTAL HEALTH CLINICAL ADVISOR**

Please complete this application form and return it via email to [recruitment@onehealthlewisham.co.uk](mailto:recruitment@onehealthlewisham.co.uk)

**Section 1 – Personal Details**

<b>Surname</b>	
<b>Forenames</b>	
<b>Work Address</b>	
<b>Telephone Numbers</b>	
Home	
Work	
Mobile	
<b>Professional Qualification</b> (if applicable)	
<b>Professional Registration/ Membership</b> (if applicable)	
<b>Current Job Title</b>	
<b>Organisation/Practice</b>	

**Section 2 – Supporting Statement**

Please supply supporting evidence (past experience/achievements) relevant to your application (in particular please cover how you meet the criteria presented in the person specification) Please also include your C.V.

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**Section 3 – Practice Endorsement**

Please provide the name and contact details of your supporting GP practice  
*Please note: this must be signed by a GP Principal or Practice Manager on behalf of the practice.*

<b>Contact name</b>	
<b>Practice</b>	
<b>Telephone number</b>	
<b>Email</b>	
<b>Comments</b>	

**Section 4 – Declaration**

I have discussed this application with my Manager/Employer /Practice Partner(s) and I understand the time commitment required

<b>Signature</b>		<b>Date</b>	
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Please return completed application forms via email to:  
[recruitment@onehealthlewisham.co.uk](mailto:recruitment@onehealthlewisham.co.uk)

## APPENDIX 2

### Role Brief

<b>Title:</b>	Mental Health Clinical Advisor
<b>Tenure:</b>	Annual review
<b>Time commitment:</b>	<b>6 hours</b> per week
<b>Reporting to:</b>	CEO One Health Lewisham, separate reporting line to Clinical Director NHS Lewisham CCG for mental health and senior joint commissioner mental health NHS Lewisham CCG, and Clinical Director Lewisham Operations Directorate SLAM
<b>CCG liaison:</b>	Joint Mental Health Commissioning
<b>Remuneration:</b>	£80 per hour

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#### **Role Summary:**

The role(s) will provide two key functions:

Firstly, there will be primary care representation to the formation and development of a mental health provider alliance in Lewisham. This will involve supporting key stakeholders including One Health Lewisham and the South London and Maudsley Trust.

Secondly there will be a key input into the commissioning of adult mental health services in Lewisham and the implementation of both health and social care strategies. This will involve working closely with the Joint Mental Health Commissioning Team and across South-East London as appropriate. The role will facilitate a two-way communication with primary care colleagues ensuring effective engagement, with a requirement to feedback to the Clinical Commissioning Directors and membership meetings either verbally or in writing. Communication with primary care colleagues will include liaison with LMC representatives where necessary.

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Specific objectives of the Mental Health Clinical Advisor will be to:

1. Active participation in the redesign of services to develop local mental health pathways

2. Provide essential primary care expertise in the formation and development of the Lewisham Mental Health Provider Alliance
3. Provide clinical input to the planning, implementation and review of efficiency savings in mental health as part of QIPP requirements
4. Provide an expert advisory role from the context of primary care in terms of capacity, capability and best practice
5. Facilitate two-way communication with Clinical Commissioning and primary care colleagues ensuring effective engagement and input into the process
6. Responsible for the input of clinical expertise in the development of local service level agreements including quality performance, governance and target-based payment schemes.
7. Ensure that the physical health needs of those with mental illness are considered within mental health pathways
8. Ensure that parity of esteem between mental health and physical health needs is considered in all service decisions
9. Chair the Lewisham Mental Health Executive
10. Provide support to the Lewisham Serious Incident Review Panel
11. Attendance, where possible, at meetings where primary care input to mental health service development is desirable
12. Attend twice yearly meetings with all Lewisham CCG clinical leads
13. Reporting to the CEO of One Health Lewisham
14. Reporting to and advising to clinical director with responsibility for mental health services and Joint Commissioning Lead adult mental health
15. Reporting to a nominated lead from SLaM where necessary
16. Knowledge transfer and formal handover to new clinical lead, if and when applicable

APPENDIX 3

PERSON SPECIFICATION

	Essential	Desirable
<b>Education &amp; qualifications</b>	<ul style="list-style-type: none"> <li>GMC, NMC or HPC Registration</li> </ul>	<p>MRCGP if General Practitioner</p> <p>Experience of working in mental health setting</p>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Currently working at least 2 sessions per week in a Lewisham practice (GPs on the Lewisham Performers' List)</li> <li>Experience of working in partnership with clinical and non-clinical colleagues</li> <li>Experience of managing change in a complex working environment and dealing with a variety of people and a range of professions in an appropriate manner.</li> </ul>	<ul style="list-style-type: none"> <li>Participation in Lewisham CCG leadership development programme</li> <li>Experience of working across multi agency settings e.g. NHS, Local Authority and Voluntary Sector</li> <li>3 years post GP qualification</li> </ul>
<b>Knowledge, Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>Demonstrable interest in the existing mental health pathway and service provision</li> <li>Understanding of the principles of effective project management and pathway redesign</li> <li>The ability to find practical solutions which work at an operational level</li> <li>Ability to chair project group meetings to achieve desired outcomes with consensus and commitment from members</li> <li>A clear understanding of current national policy impacting on</li> </ul>	<ul style="list-style-type: none"> <li>Able to understand financial frameworks, interpret financial information and budget management</li> <li>Ability to analyse and present data in a meaningful way.</li> </ul>



	<p>healthcare commissioning, including QIPP and clinical commissioning</p> <ul style="list-style-type: none"> <li>• The ability and willingness to handle difficult situations constructively and positively</li> <li>• Able to provide positive and innovative solutions to achieve practical outcomes</li> <li>• A clear understanding of confidentiality in relation to the information learned in the process of undertaking the role</li> </ul>	
<p><b>Personal Qualities</b></p>	<ul style="list-style-type: none"> <li>• Confident, resilient and energetic</li> <li>• Excellent interpersonal skills, with an ability to work in partnership with colleagues at all levels across different organisational and professional boundaries</li> <li>• Demonstrable integrity and an ability to make considered and unbiased judgments and decisions in the context of personal or sectional interests</li> <li>• Ability to negotiate and maintain good relationships.</li> <li>• Ability to work in a team in a collaborative manner</li> </ul>	