

**HSE Job Specification, Terms and Conditions**

<p><b>Job Title, Grade, Grade Code</b></p>	<p>National Clinical Lead for the National Heart Programme (0.5 WTE)</p>
<p><b>Background</b></p>	<p>Clinical Design &amp; Innovation is a national function reporting to the Chief Clinical Officer, HSE. The Chief Clinical Officer (CCO) is responsible for ensuring clinical leadership, encompassing medical, nursing, midwifery and health and social care professions, at the most senior level of the organisation and will work closely with National Directors, other Clinical Leads and with senior leaders within Community Healthcare Organisations and Hospital Groups to secure sustainable improvements in patient and service user outcomes, safety and experience. Together with the Deputy Director General Strategy &amp; Planning and Deputy Director General Operations, the CCO seeks to strengthen clinical leadership in the health services to drive essential transformation and support the system to transition from a hospital centric model towards a community and primary care based service within a commissioning/provider model.</p>
<p><b>Details of the National Heart Programme</b></p>	<p><b>Programme Background:</b></p> <p>Clinical leadership is central to the delivery of the changes required by our healthcare system. Since their inception in 2010, the National Clinical Programmes (NCPs) have been a key transforming force in delivering change and as per the recent review of the NCPs (2019), will play a strong role in supporting the transformation that is required in healthcare over the next ten years, the anticipated lifetime of Sláintecare. NCPs strengthen clinical leadership, improve clinical performance, and ensure care is delivered in a manner that maximises quality and access while minimising expenditure. It is anticipated that NCPs will be essential in the development of care pathways that support the implementation of Sláintecare and will focus on the entire spectrum of healthcare delivery, including expansion of capability in the community and an emphasis on integrated models of care that enhance prevention and support population health improvements. The successful candidate will report to the National Clinical Advisor Group Lead (NCAGL) for Chronic Disease.</p> <p>The National Heart Programme will focus on the design and delivery of the full spectrum of care for cardiovascular conditions, including prevention, health promotion, primary care, secondary and tertiary care with particular attention paid to the development of partnerships between the acute hospital services, general practice-led community services, the patient and their family. The NCP will address any recommendations emerging from the Department of Health Cardiology Review which is currently underway. The Heart Failure and Acute Coronary Syndrome (ACS) NCPs will be subsumed into this overarching National Heart Programme under the NCAGL for Chronic Disease.</p> <p>The Clinical Lead for the Heart Programme will be supported by a multidisciplinary Programme Team and a Clinical Advisory Group (CAG). There will be a part-time Associate Clinical Lead appointed under the Heart Programme to further support the National Clinical Lead. The Clinical Lead will be accountable to the NCAGL for Chronic Disease and will report to them in relation to strategic development.</p> <p><b>Programme aim:</b></p> <p>Underpinned by a whole-system approach, this programme aims to improve population</p>

	<p>health, reduce health inequalities, improve patient outcomes and reduce the burden of cardiovascular disease in the population. The programme will drive an integrated approach to prevention, early detection, slowing disease progression and providing optimal treatment for quality and quantity of life and will support the delivery of the right care, in the right place, at the right time.</p> <p><b>Programme objectives:</b></p> <ul style="list-style-type: none"> <li>• To develop the programme in line with Sláintecare principles;</li> <li>• To facilitate an improvement in morbidity and mortality from cardiovascular disease through prevention, self-management, early diagnosis and the provision of high-quality, integrated care following diagnosis;</li> <li>• To work across the acute and primary care sectors to support the delivery of patient-centred cardiovascular care in the community, where appropriate;</li> <li>• To provide ongoing guidance on the appropriate management of individuals with cardiovascular disease, based on best international practice and evidence including developing models of care, guidelines, pathways, bundles of care and treatment plans;</li> <li>• To engage fellow clinicians around the country to implement the programme model of care, guidelines, pathways and bundles;</li> <li>• To identify appropriate resources required to support delivery of the aims of the programme;</li> <li>• To identify and implement service improvement/quality improvement initiatives; and,</li> <li>• To engage with key stakeholders and foster relationships at the national and local levels to support the achievement of the aim of the programme.</li> </ul>
<p><b>Reporting Arrangements</b></p>	<p>The Clinical Lead for the National Heart Programme shall report directly to the designated National Clinical Advisor &amp; Group Lead (NCAGL)* for Chronic Disease and shall ensure that Clinical Design &amp; Innovation is provided with all necessary information to exercise governance and policy responsibilities.</p> <p>*Please note: as the Health Service is going through structural change, the structures of the programmes and the working relationship may change over the time of this term</p>
<p><b>Scope and Purpose of Post</b></p>	<p>The post holder will engage and mobilise the clinical community for the promotion of integrated sustainable services and clinical excellence. They will be responsible for the oversight and the development of the National Heart Programme, providing leadership and guidance to effect the development of best practice care pathways and to support their approval and implementation. The post holder will provide expert clinical advice, perspective and practical support to the national functions of Strategic Planning and Operations in the HSE and to the Regional Integrated Care Organisations (RICOs).</p> <p>The work plan of the National Heart Programme needs to align to HSE priorities and to reflect the principles of Sláintecare. In line with Goal Two of the Sláintecare Implementation Plan, the National Heart Programme will support the design of models of care which support high quality, accessible and safe care that meets the needs of the population. To this end, the National Heart Programme should be the primary reference point for providing cross-service and cross-programme solutions in relation to:</p> <ul style="list-style-type: none"> <li>• New models / pathways of care based on population need;</li> <li>• Clinical components of community-based care expansion;</li> <li>• Acute and unscheduled care development; and,</li> </ul>

	<ul style="list-style-type: none"> <li>Models of care for chronic disease ensuring that the hub of healthcare delivery lies within Primary &amp; Community Care and emphasises prevention and self-management.</li> </ul> <p>The Clinical Lead will work with the Programme Manager and the other members of the Programme Team to plan and deliver the required outputs to realise the assigned strategic priorities. This includes the identification and design of service improvements that are patient-centred, population-based, multidisciplinary and which demonstrate integration across all service domains. It also ensures the patient voice is included in their work, including co-design and actively championing service improvement using quality improvement methodologies to inform the work of the Programme.</p> <p>The Clinical Lead will work within the context of an overall agreed national governance structure, as set out for all programmes. It is through this governance structure that programme models of care, documents, guidelines and support tools will be approved.</p>
<b>Selection</b>	The Clinical Lead for the National Heart Programme will be selected through a joint process between the HSE and Royal College of Physicians of Ireland (RCPI) and the Irish College of General Practitioners (ICGP). The successful candidate will be seconded to HSE Clinical Design & Innovation.
<b>Closing Date</b>	<b>Wednesday 18<sup>th</sup> December 2019</b>
<b>Proposed Interview Date</b>	<b>Wednesday 29<sup>th</sup> January 2020</b>
<b>Informal Enquires</b>	<p>Informal enquiries should be directed to:</p> <p>Dr. Sarah M. O'Brien, Specialist in Public Health Medicine, National Heart Programme  <a href="mailto:Sarahm.obrien@hse.ie">Sarahm.obrien@hse.ie</a>  Phone: 0872168363</p> <p>or</p> <p>Regina Black Programme Manager, National Clinical Programme Heart Failure  <a href="mailto:Regina.Black@hse.ie">Regina.Black@hse.ie</a>  Phone: 01 8131 863/ 086 3803841</p>
<b>Organisational Area</b>	Clinical Design & Innovation, which is the national clinical leadership function of the Office of the Chief Clinical Officer (0.5WTE)
<b>Key Working Relationships</b>	The proper execution of duties will involve the development of appropriate communication arrangements with key stakeholders both internal and external. These include but are not limited to HSE National Directors, National Clinical Advisor and Group Leads, Hospital Group CEOs, CHO Chief Officers, Clinical Directors, fellow clinicians, Directors of Nursing, HSE Strategy and Planning Commissioning Teams, HSE Acute and Community Operations, Department of Health, postgraduate training bodies including ICGP and RCPI, and professional representative groups.
<b>Principal Duties and Responsibilities</b>	<p>The main duties and responsibilities of the National Clinical Lead for the National Heart Programme are as follows:</p> <p><b>Clinical Expertise and Leadership</b></p>

- Inform and oversee the development and implementation of the work plan of the National Heart Programme.
- Provide expert guidance in view of changing clinical practice, integrate evidence based care, research into practice guidelines and seek to foster innovative and novel ways of care and service delivery.
- Propose and contribute to the development of prioritised investment proposals.
- Identify quality improvement guidelines and provide input, suggestions and review of appropriate Quality Improvement initiatives. Support the development and provision of clinical and operational aspects of the programme for specialist professional development and education.
- Identify potential research areas for the National Heart Programme.
- Model a collaborative and influential style of working, negotiate with others to achieve the best outcomes.
- To work collaboratively with other National Clinical Leads to ensure there is coherent guidance across Divisions and National Clinical Programmes/ Integrated Care Pathways, and highlight cardiovascular disease clinical priorities within that group.
- Work with all service providers to ensure that they are aware of the resources required to provide appropriate cardiovascular care.
- Work with fellow Clinicians throughout the country to encourage and support them to implement the National Model of Care Guidelines, pathways and care bundles developed by the programme.
- Develop programme plans; develop work streams, key milestones and deliverables in line with evidence based practice.
- Propose and contribute to the development of prioritised investment proposals.
- Champion quality improvement at a national level in collaboration with others across the patient's integrated pathway.
- Undertake evaluation of current service delivery based on agreed targets and provide expert advice, when requested, to areas where performance falls short of target in the context of the delivery of the model of care and related key performance indicators.
- Provide clinical advice and expertise in relation to PQ's or Reps for Government through Clinical Design & Innovation.
- To provide clinical advice and support to the programme team in the development and implementation of:
  - Workforce planning and scope of practice developments
  - Continuing professional development
  - A strategic, service and operational planning framework
  - A performance management framework to facilitate controlling against the plans above and incorporating relevant performance indicators
  - A relative demand, resource and productivity analysis framework to inform resource allocation decisions.

#### **Programme Governance & Reporting**

- Work with Clinical Design & Innovation to comply with all necessary governance and policy responsibilities.
- Adhere to the HSE National Financial Regulations for any expenditure or costs associated with the programme.
- Work with the Programme Manager and NCAGL to manage funding and external resources allocated to the programme and ensure that costs incurred are within approved allocation and monitored against plans.
- Adhere to the HSE Communications protocol for any interaction with the press or media and in relation to any public relations events or queries.

- Ensure all programme related documents and outputs which require approval are progressed in accordance with appropriate governance models, governing policies and legislation.
- Comply with GDPR, Freedom of Information and Data Protection legislation.
- Comply with the Ethics in Public Office (a copy of this declaration should be forwarded to the Office of the Chief Clinical Officer on an annual basis).
- Support and engage in the commissioning process with HSE Strategy and Planning.
- Liaise with National Clinical Advisor and Group Leads, Hospital Groups CEOs, CHO Chief Officers, Clinical Directors, Directors of Nursing / Midwifery, Group CEOs and other National Directors to provide advice and support in the implementation of best practice and in the correction of defects.
- Be a member of, and liaise with, the National Heart Steering Group / Clinical Advisory Group to ensure their ongoing input into process.

#### **Stakeholder Engagement & Communications**

- Consult and engage with relevant patient groups and patient representatives to ensure the voice of the patient is considered to enable co-design and evidence-informed delivery of agreed outputs, outcomes and benefits.
- Support programme groups in the consultation, development, recording, approval and communication of all aspects of programme work, including key documents such as models of care, pathways, protocols, policies and procedures.
- Provide clinical programme leadership, communication and focus to interdisciplinary health professional teams, hospitals, postgraduate training bodies including the RCPI and ICGP and other professional bodies across all healthcare settings in the context of supporting work streams of the clinical programme.
- Engage and work with other National Clinical Programmes as appropriate to identify and support interdependencies between programmes.
- Provide clinical advice and expertise where relevant to the clinical programme and as requested by the HSE Consultants Applications Advisory Committee.
- Provide clinical advice and expertise, where relevant, in relation to the commissioning of health and social care services relevant to the clinical programme.

#### **Quality and Safety**

- Provide clinical input into the development of quality standards/ guidelines and, through clinical leadership, influence the introduction and achievement of such standards/ guidelines.
- Identify interdependencies between National Clinical Programmes / work streams / Integrated Care Pathways and facilitate agreement on how best these are prioritised and managed.
- To assist with national input to operational issues.
- To support the development of a network of clinical leaders and advisors nationally in cardiology to encourage clinical audit, research and standard-setting in conjunction with the National Clinical Effectiveness Committee.
- Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
- Support implementation of current and future national standards for equity of access, quality and safety.
- To lead the piloting of agreed quality improvement projects in the services.

***The above Role Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.***

<p><b>Required skills, competencies &amp; knowledge</b></p>	<p><b>Clinical Expertise</b>          Demonstrates relevant recent clinical experience in the hospital or community setting and up to date knowledge of current evidence-based best practice and standards for cardiovascular disease including policy formulation and implementation, performance management, clinical audit and research.</p> <p><b>Leadership and Direction</b></p> <p>Demonstrates:</p> <ul style="list-style-type: none"> <li>• Credibility and ability to command respect as a recognised clinical leader within the clinical community with a good understanding of the Slaintecare reform programme and its requirements of clinical leaders</li> <li>• Experience of providing significant senior clinician input to operational decision making in the acute hospital setting or the community</li> <li>• A track record as an effective leader who has developed effective teams and driven and delivered sustainable change programmes to transform clinical services</li> <li>• A capacity to operate successfully in a challenging environment</li> <li>• A commitment to, and a focus on, quality and promoting high standards to improve patient outcomes, by consistently putting service users and clinicians at the heart of decision-making and involving patients and the public in their work.</li> </ul> <p><b>Results-focused with critical analysis and decision-making</b></p> <p>Demonstrates:</p> <ul style="list-style-type: none"> <li>• Strong personal emphasis on achieving high standards of excellence and willingness to take personal responsibility to initiate activities and drive objectives through to a conclusion</li> <li>• Ability to rapidly assimilate and analyse complex information, make timely decisions and take ownership of those decisions and their implications</li> <li>• Capacity to anticipate problems and to recognise when to involve other parties at the appropriate time and level</li> <li>• Capacity to use evidence to make improvements and to seek out innovations.</li> </ul> <p><b>Working with, and through, others</b></p> <p>Demonstrates:</p> <ul style="list-style-type: none"> <li>• An ability to influence and negotiate effectively in furthering the objectives of the role</li> <li>• An ability to build excellent collaborative networks and a track record of building and maintaining key internal and external relationships in furtherance of organisational goals</li> <li>• Highly developed communication skills which include an ability to convey clinical priorities and complex messages to colleagues, various stakeholders, media and interest groups.</li> </ul>
<p><b>Eligibility Criteria</b></p> <p><b>Qualifications and/or experience</b></p>	<p><b>On the closing date of the campaign each applicant must:</b></p> <ul style="list-style-type: none"> <li>• Have a minimum of 10 years post-qualification experience, with at least five years' experience in their specialist area, in acute or community healthcare, general practice, or public health</li> <li>• Be registered in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland</li> <li>• Be working as a Medical Consultant or Specialist in Public Health Medicine and a current, or recently retired, employee of the HSE, or other statutory health agencies</li> </ul>

	<p>and bodies which provide services on behalf of the HSE under Section 38 of the Health Act 2004</p> <p><b>OR</b></p> <p>Hold a GP Contract with PCRS and be working as a General Practitioner.</p> <p><b>Health</b> A candidate for, and any person holding the office, must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.</p> <p><b>Character</b> Each candidate for, and any person holding, the office must be of good character.</p> <p><b>Conflict of Interest</b> Prior to applying for any national Clinical Lead role, candidates are responsible for ensuring that they do not have any conflict of interest and that they have taken appropriate steps to fully disengage prior to their appointment from any planning, engagement, activity or transaction that might give rise to a conflict of interest. Candidates will be required to make a declaration to this effect prior to their being appointed by the Clinical Design &amp; Innovation, HSE. It is also the responsibility of a Clinical Lead, during the tenure of the role, to ensure that no conflict of interest arises as a result of any plan, engagement, activity or transaction. Should the Clinical Lead be unsure about whether a contemplated plan, engagement, activity or transaction might constitute a potential conflict of interest, they are obliged to discuss this fully with the relevant National Clinical Advisor and Group Lead to determine the required action, if any.</p>
<p><b>Specific Selection Process</b></p>	<p>Applications should be made by submission of a CV and cover letter by email to <a href="mailto:clinicalleads@rcpi.ie">clinicalleads@rcpi.ie</a>.</p> <p>The closing date for receipt of applications is <b>12 noon on Wednesday 18<sup>th</sup> December 2019</b>. A shortlisting process and interviews will be held once the closing date has passed.</p>
<p><b>Tenure</b></p>	<p>The term of office will be for a two-year period subject to the signing of a secondment agreement. The role will be 0.5 whole time equivalent</p>
<p><b>Terms and Conditions</b></p>	<p>Current terms and conditions of HSE (or Section 38 agencies) employment or equivalent arrangement will be retained.</p>
<p><b><i>The reform programme outlined for the Health Services may impact on this role and as structures change the job description may be reviewed.</i></b></p> <p><b><i>This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</i></b></p>	