



HEALTHCARE MANAGEMENT TRUST

Unit 1 Langdon House, Langdon Road, Swansea SA1 8QY
Telephone: 020 7222 1177 Email: admin@hmt-uk.org
www.hmt-uk.org

Job Title	Clinical Effectiveness and Outcomes Lead
Department	Clinical Care and Acute Services
Reports to (job title)	Exec Director of Clinical Care and Acute Services
Direct and Indirect Reports	No
Job Grade	Band D

Who we are

At the Healthcare Management Trust, we are obsessed with achieving our **Vision**, *“to be the most innovative and best quality provider of niche health and social care services.”*

Our **Purpose** is, *“to make every contact count, ensuring every resident and patient receives the best possible experience and outcome.*

We aim to provide services which value collaboration and place our residents, patients and people at the heart of all we do. We will always do the right thing for our residents, patients and people.

We will be outwardly connected to the most innovative practices and service offerings in the market. We will do things differently and will be bold with our ambition to change things for the better.

We are passionate about what we do and so are our people. Bringing their most authentic selves to work and seeking joy and fun in what we do.

We will deliver care and clinical interactions compassionately and tailor them to individual needs.”

We achieve this by living our business **Values** each and every day:

- We are **caring**
- We are **enterprising**
- We are **resourceful**
- We are **authentic**
- We are **accountable**

As a result, we are able to give back to the people and communities we serve by delivering on our **Charitable Mission** to, *“Provide quality and innovative care solutions to those with complex needs within marginalized community settings.”*



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What you'll be doing (your job purpose)

The Clinical Effectiveness and Outcomes Lead will be operationally report to the Executive Director of Clinical and Acute Care and will manage the HMT wide Clinical Effectiveness function. This will be incorporated within a new Clinical Effectiveness Framework. This role will lead on all aspects of Clinical Audit, NICE Guidelines and other clinical and quality guidelines and standards, Patient/Resident Outcome measures and benchmarking ensuring clinical practice is evidence based whilst promoting, via positive role modelling, a continuous quality improvement culture.

In addition, this post will facilitate the services to identify and complete clinical improvement plans based on audit data, be involved in clinical risk management reporting and work closely with the Head of Patient Safety and Improvement corporately as required.

The post holder will work across the organisation, providing support, advice and guidance to the Heads of Clinical Service, Care Home Managers and deputies, and clinical teams on delivery of clinical audits, quality priorities and quality assurance mechanisms.

Your key accountabilities and responsibilities

1.	Provide support and expert advice to the HMT-wide services/sites by developing and implementing a Clinical Effectiveness Framework.
2.	Provide specialist advice and guidance to site leadership teams in relation to the Annual Clinical Audit Programme and local audits, NICE guidance and Quality Standards, Outcome measures and benchmarking, general compliance with agreed standards in practice, using data review, quality reporting and quality improvement methodology.
3.	Develop, implement and managed policy development for policies in own area of responsibility (NICE guidelines, Clinical Audit Policy, Measuring Outcomes & Benchmarking) and wider quality, safety or governance areas.
4.	Lead responsibility for HMT's Annual Clinical Audit programme. Monitor the implementation of recommendations and audit plans and NICE standards escalating non-compliance or problem areas through the HMT governance structure.
5.	Instigate audits or review where quality falls short of the required level, escalating key risks or issues in a timely manner.
6.	Oversee the process for compliance with NICE guidance and other evidence-based practice, implementing monitoring systems for this and providing reports to corporate meetings.
7.	Lead responsibility for mapping, collecting and responding to agreed outcome measures used across HMT to support the Quality Improvement Plan.
8.	Ensure that staff are supported in their improvement journeys; their input is valued and incorporated into improvement work
9.	Provide training for staff in clinical audit design and methodology, use of policy and process to support their improvements in practice.

Date Choose an item.



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10.	Develop and recruit local site level Clinical Audit champions to assist in the implementation of the Clinical Effectiveness Framework
11.	Work closely with the Head of Patient Safety and Improvement supporting effective clinical risk management across the sites and appropriate risk reduction plans and escalation.
12.	Lead and support teams across the organisation to maintain a culture of continuous quality improvement, using quality improvement methodologies to empower staff to improve quality and patient safety across the organisation.
13.	Provide a high-quality data analysis and report writing function to support key organisational committees, such as the Quality Group, Clinical Governance Committee and Governance Committee. Input into the HMT Annual Report.
14.	Play a key role in steering the strategic direction for Clinical Effectiveness within HMT based upon the National Strategies and emerging best practice evidence.

Your knowledge, skills and experience

Experience of working within health and/or social care (minimum of 5 years).	Essential
Knowledge and experience of quality improvement methodology.	Desirable
Analysing, interpreting, comparing and presenting data and reports to meet target audiences. This data includes, but is not limited to, performance data, clinical outcome data and benchmarking, mortality and morbidity data and clinical audit data.	Essential
Able to monitor the recommendations and action plans in relation to CQC/HIW requirements and External Agency Visits.	Essential
Experience of day to day working in a busy work environment including setting own priorities, coordinating activities with others and changing priorities as the need arises	Essential
Ability to use advanced IT packages and manipulate data. Able to investigate, question and challenge data, information and understanding of events	Essential
Experience of quality, audit and governance working in a complex organisation	Essential
Producing papers for Committees/Board	Essential
Experience of engagement and consultation practices (including undertaking surveys)	Essential
Effective interpersonal and communication skills, including patients, residents, relatives and staff groups at all levels of the organisation	Essential
Problem solving skills	Essential

Your training and qualifications

Educated to Degree (ideally in health or social care) or working towards	Essential
Project management or quality improvement qualification	Desirable
Qualification or working towards in Clinical Audit/Assurance/Governance	Desirable

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The way we do things at HMT (our Behaviours)

**See Appendix 1 attached*

Note: *This job description is an outline of the job, setting out general responsibilities and tasks the job holder may be required to undertake. It is not an entire reflection of the role and you may be required to carry out other duties and responsibilities from time to time. The job description will also be subject to change in-line with the needs of the business.*

Team members will be expected to carry out their duties in line with their terms and conditions and contract of employment, the standards stated in the employee handbook and Health & Safety guidelines and will be required to follow HMT policies and procedures.

We require that mandatory training is current and will expect you to participate and undertake further developmental training specific to the role.

I have received a copy of this Job Description; read it, understood it and agreed to it.

Signed.....

Date.....

Job Holder