



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 Expert Allied Health Professionals
Department	HMT Central Clinical and Care Team
Reports to (job title)	Head of Nursing (Community)
Direct and Indirect Reports	Yes
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)

To lead the development and implementation of HMT reablement strategy in all HMT Care Homes and future community offerings which will support the ambition to grow more complex, niche services in a community setting

To provide Allied Health Professional Clinical and Care Leadership by ensuring that all care home staff are working to defined standards of practice for therapeutic interventions and activities

To support the implementation and monitoring of the newly developed innovative HMT Clinical and Care Practice Model & Framework

Your key accountabilities and responsibilities

1.	Clinical Lead and Expert for developing HMT reablement strategy for residents who have complex needs which may include cognitive impairment or decline, behaviours which challenge and a range of physical, social and emotional care needs
2.	Support the implementation and governance of Clinical and Care HMT Practice Framework, HMT Clinical & Care Model systems and processes specifically the sections relating to reablement and therapeutic interventions by defining practice and care standards for the care homes clinical teams, specifically the activities co-ordinators and support care assistants who will provide agreed person centred, meaningful therapeutic interventions and activities
3.	Participate and support the implementation of in the establishment and governance of a Clinical Leadership of Nursing & AHP Forum
4.	Contribute to clinical & care risk discussions by attending clinical risk related meetings
5.	Oversee the delivery of quality therapeutic assessments, care plans and interventions in care homes, capturing and measuring resident outcomes and quality of life indicators
6.	Provide clinical supervision, assistance with appraisals/PDP and advise on professional revalidation to AHP staff in care homes and across HMT if appropriate
7.	Maintain own clinical supervision requirements needed to revalidate NMC registration, undertake practice audits and participate in research activities
8.	Support, advise and guide for practice elements on developing resident Clinical & Care Outcomes in care homes
9.	Participate in the development of HMT wide Clinical Record Keeping Policy, Audits, Training materials.
10.	Support the Interpretation of HMT wide NICE guidance into clinical practice, develop, implement and monitor policy and process in practice

Date Choose an item.



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11.	Lead the development & recruitment of new AHP clinical roles to support emerging service model development, retention of current roles in care homes
12.	Act as a Senior member of HMT's central clinical team bringing the AHP perspective to discussions and decisions relating to care and therapeutic support provided in care homes and community settings
13.	Work alongside the Head of Patient Safety & Quality Improvement to provide clinical input into all aspects of incident reporting, management, review & analysis of themes & trends, debrief
14.	Work alongside the Head of Learning & Development as a key member of HMT L&D steering group to develop clinical and care competency frameworks, accredited clinical and care training, where appropriate provide coaching and mentorship

Your knowledge, skills and experience	
Extensive clinical and managerial experience of working across a range of health and social care organisations in community settings, including nursing and residential care homes, reablement services	Essential
Extensive understanding of the concepts of reablement and experience working with adults with complex needs which may include cognitive impairment or decline, behaviours that challenge and a range of physical, social and emotional needs, requiring support in a residential setting	Essential
Comprehensive expertise in Leading and Managing change and service improvement in a AHP role, relating to reablement strategies, using tools and techniques from a range of proven methodologies	Essential
Experience of researching best practice (nationally, private, and public sector), interpreting its relevance and policy/processes/ practices for inclusion in HMT Clinical and Care models and frameworks	Essential
Knowledge of specialist areas, in particular Safeguarding/MCA/DoLS acquired through post graduate diploma or equivalent experience or training	Essential
Ability to demonstrate compassionate leadership including ability to anticipate and resolve problems before they arise	Essential
Must be able to prioritise own work effectively and be able to direct activities of others. Ability to make decisions autonomously, when required, on difficult issues, working to tight and often changing timescale	Essential
Experience of managing and motivating a team and reviewing performance of the individuals.	Desirable
Willing to engage with and learn from peers, other professionals, and colleagues in the desire to provide or support the most appropriate interventions	Essential
Effective organiser, influencer, and networker, completer finisher	Essential
Will be required to travel within and outside of the HMT service areas	Essential

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Your training and qualifications	
Current Registered Allied Health Professional, active with the Health and Care Professions Council (HCPC)	Essential
Educated to master's level or has equivalent experience in specialist AHP roles with adults from a range of services, must include older people in care homes, residents with complex challenging needs	Essential
Clinical Leadership or Service Improvement/Project Management qualification	Essential

The way we do things at HMT (our Behaviours)
<i>*See Appendix 1 attached</i>

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

Date Choose an item.