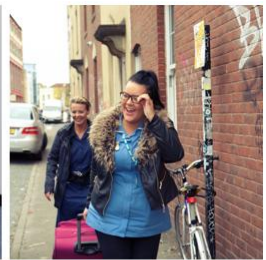
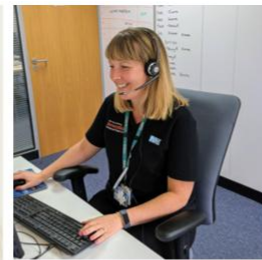


# BrisDoc

Patient care by people who care



## Lead Clinical Practitioner

**Responsible to:** Severnside Head of Nursing and Allied Health Professionals (AHPs)

**Hours:** Leadership (Fixed leadership hours of 6 or 11.5 hours a week) **and** commitment to a minimum number of hours clinical work a week (minimum subject to location of leadership role). Additional hours and portfolio working can be negotiated.

**Location:** Osprey Court (BrisDoc HQ - Whitchurch) & various clinical bases



### About BrisDoc:

BrisDoc is a proud provider of NHS Healthcare. We have been delivering 'patient care, by people who care' for over twenty years.

We run an exciting range of Primary Care Services, including an **Urgent Care Service**, **GP Practices**, and the **Homeless Health Service**. This enables BrisDoc to offer excellent healthcare 24 hours a day, 365 days a year to over one million people across Bristol, North Somerset & South Glos.

We're a **Social Enterprise** and an **Employee-Owned Business**. This means the decisions we make are for the good of our patients, workforce, and wider community. This involves prioritising the health of our patients, protecting our environment, and improving the social and economic status of our population. Our 'Community Fund' is a staff lead team who work closely with health-based charitable causes, both local and international, to invest time and money in improving the lives of people in disadvantaged communities.

By joining BrisDoc, you will be part of an innovative organisation that prides ourselves on being a fantastic place to work; somewhere that you will feel valued, supported, developed and part of a family. We strive to make sure every member of the team feels proud of the work they do and the service that we offer.

[Find out more >>](#)

### Meet Rhys Hancock Director of Nursing, AHPs & Governance

"Our Lead Clinical Practitioners are a close team of effective leaders who drive to deliver the core BrisDoc values across a diverse workforce. Supporting each other to uphold a high quality of care they make service improvements and work collaboratively with several key stakeholders."

### Core Benefits:

- Annual performance bonus scheme
- Annual training bonus scheme
- Co-owners bonus scheme
- NHS Pension
- Flexible working options
- Supervision, CPD and Development opportunities supported for all staff
- 25 days' annual leave + Bank Holidays (pro rata) rising to 27 with length of service.
- Enrolment to a BrisDoc career [Nursing & AHP Development Hub – Radar](#)

## Job Summary

The Lead Clinical Practitioner role is an exciting, challenging, and autonomous role that requires the post holder to work effectively across the four pillars of Advance Practice (Health Education England, 2017). Your leadership will ensure our service provides effective care in keeping with BrisDoc's Values.

The post holder will work closely with, and report to, the Head of Nursing & AHPs and be responsible for the leadership, professional development, management, education, performance, and support of Clinical Practitioners across the service. You will also be expected to deputise for the Head and Nursing & AHP as required.

As a line manager for your team, you will lead and shape the development of SevernSide's Nursing and AHP Team with regards to clinical and educational support and development.

You will work collaboratively with other Leads Clinicians within the leadership team as well as being part of the integrated team of Nurses, AHPs, GPs and Operational colleagues as part of the organisation's operational leadership framework.

The Lead Clinical Practitioner will also undertake audit and project work. As part of the team, you will be accountable for: safeguarding, Infection Prevention & Control, liaising with stakeholders, clinical guardian and medicines management. The post holder will also work closely with the Governance team, the Senior Leadership Team, and other internal and external stakeholders to enable exceptional clinical care in line with national guidelines.

You will provide a flexible clinical contribution to the Severnside service (including on call), working across a range of locations in Bristol, North Somerset, and South Gloucestershire (BNSSGG).

You will be supported in your role by our culture of openness, support, learning, and coaching. We are an employee-owned Social Enterprise, where every individual can feel proud of the work they do and the contribution they make. You will feel valued and respected, able to make a tangible difference, supported in using the skills you have, and to develop new ones.

BrisDoc are passionate about inclusion and diversity, welcoming applications from individuals of diverse background, as well as personal and career development and so all colleagues are encouraged and fully supported to work towards clinical development aspirations such as CPD to safely increase their professional boundaries. Supervision and development time is offered flexibly to all clinical staff.

This summary is not a definitive list of the responsibilities for this role.

## Main duties and responsibilities

### Clinical

- Assess, diagnose, plan, implement and evaluate treatment/interventions and care for patients presenting with an undifferentiated diagnosis, complex needs, acute and chronic conditions for both physical, mental health and psycho-social needs.
- Clinically examine and assess patient needs from a physiological and psychological perspective, and plan clinical care accordingly
- Diagnose and manage patient presentations, integrating both drug and non-drug-based treatment methods into a management plan
- Work with patients to support compliance with and adherence to prescribed treatments
- Provide information and advice medication regimens, side-effects, and interactions
- Prioritise health problems and intervene appropriately to assist the patient in complex, urgent or emergency situations, including initiation of effective emergency care
- Support patients to adopt health promotion strategies that promote healthy lifestyles, and apply principles of self-care
- To provide face-to-face and remote clinical assessment/treatment and management plans

- To provide clinical support to the range of other Health Care Professionals and operational colleagues within the team
- To undertake visits to patient's homes as required
- Compose and ensure robust safety netting and risk management for patients presenting to the service
- Make effective referrals to system partners and other care providers to ensure a holistic provision of care for patient's needs
- Participate in team discussions to ensure and drive best practice, using the best available evidence to provide exemplary world class care to every patient
- Prescribe and review medication for therapeutic effectiveness, appropriate to patient needs and in accordance with evidence-based practice and national and practice protocols, and within scope of practice

## CMDU Only

- *This is a service for North Somerset prescribing antivirals for Covid. This service is run during set hours and has one allocated clinician.*

## Communication

- Effective communication as part of the Nursing & AHP Leadership Team – providing representation across IUC, ensuring partnership working and working with a variety of stakeholders.
- Utilise and demonstrate sensitive communication styles, to ensure patients are fully informed and consent to treatment
- Communicate with and support patients who are receiving 'bad news'
- Communicate effectively with patients and carers, recognising the need for alternative methods of communication to overcome different levels of understanding, cultural background, languages, and preferred ways of communicating
- Anticipate barriers to communication and take action to improve communication
- Maintain effective communication with all multi-disciplinary team members, as well as with external stakeholders
- Act as an advocate for patients and carers
- Ensure awareness of sources of support and guidance (e.g., PALS) and provide information in an acceptable format to all patients, recognising any difficulties and referring where appropriate
- To be able to maintain accurate electronic written patient records for users of services provided
- To be aware of responsibilities under the Data Protection Act

## Other responsibilities

The primary focus of this role is to provide clinical services to patients, however there are a wealth of opportunities to engage with and drive initiatives, take leadership roles and contribute to service improvement.

- Ability to adhere to organisational policies
- Maintain active NMC or HCPC registration
- Continue to develop and expand own personal clinical expertise as autonomous/independent practitioner.
- Understand own role and scope and identify how this may develop over time
- In partnership with others, challenge and critically evaluate the boundaries of autonomous practice, such that patient access, choice and outcomes
- develop and evaluate of clinical guidelines, policy, competency tools and continuous improvement opportunities to support in the expansion of Health care professional roles in the delivery of optimal care
- Identify and perform audit relevant to clinical area in order understand current practice, review evidence-based research and drive improvement
- Develop own areas of specific clinical expertise to link acute, primary, community and emergency care sectors in expanding nursing and AHP practice across BrisDoc
- Manage and assess risk within the areas of responsibility, ensuring adequate measures are in place to protect staff and patients

- Monitor work areas and practices to ensure they are safe and free from hazards and conform to health, safety and security legislation, policies, procedures, and guidelines

## Supervision and Support

- Lead Clinical Practitioners working within SevernSide services will participate in service leading feedback from the Clinical Guardian solution. This provides regular peer to peer feedback on a random sample of notes for all BrisDoc clinicians which are reviewed against set criteria.
- All Lead Clinical Practitioners will be expected to participate regular clinical forums and supervision both during shift and as a CPD offer
- The post holder will have access to Connecting Care, EMIS, CLEO, Nourish, NHS Remedy, AccuRx (Picture and Video Consultation software), MiDoS, Toxbase, PACCS and the BrisDoc Clinical Toolkit to support clinical practice.

## Leadership and Management

- Lead Clinical Practitioners will manage a team of Clinical Practitioners, providing regular one to ones, clinical supervision, feedback and support as part of the Nursing & AHP Leadership Team
- Lead Clinical Practitioners will be responsible for areas Quality Improvement to ensure service improvements and be part of driving change within the organisation
- Lead, participate and provide representation in senior Lead meetings to ensure and drive best practice, using the best available evidence to provide exemplary world class care to every patient

## General Duties

You can read the full list of general duties and expectations via the link below:

[www.brisdoc.co.uk/workwithus/general-duties](http://www.brisdoc.co.uk/workwithus/general-duties)

## Person Specification

| Criteria                           | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Desirable                                                                                                                                                                                                                                                    |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Qualifications and training</b> | <ul style="list-style-type: none"> <li>• Current NMC or HCPC or GhPC registration</li> <li>• BSc degree or equivalent with evidence of working at master's level with or towards ACP status</li> <li>• Advanced Clinical Assessment, Reasoning and Clinical Decision Making or Physical Assessment and Clinical Reasoning qualification or equivalent experience</li> <li>• Ability to conduct remote consultation/assessment</li> <li>• Evidence of CPD within last 2 years</li> <li>• Post registration experience in at least one of the following areas: <ul style="list-style-type: none"> <li>○ General Practice / Minor illness</li> <li>○ Walk-in-Centre</li> <li>○ A&amp;E / Minor Injury Unit</li> <li>○ 999 / NHS 111</li> <li>○ Community</li> <li>○ GP Out of Hours</li> </ul> </li> <li>• Independent Prescribing Qualification</li> </ul> | <ul style="list-style-type: none"> <li>• Experience in mental health assessment</li> <li>• Working towards MSc in Advanced / Specialist Practice or evidence of accumulation of relevant experience / knowledge (essential for prescribing rates)</li> </ul> |

|                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Knowledge and Experience</b>         | <ul style="list-style-type: none"> <li>• Knowledge of equal opportunities and its significance for health care</li> <li>• Understanding of legal and ethical issues / responsibilities relating to clinical practice and especially regarding autonomous practice and telephone assessment</li> <li>• Experience of working autonomously diagnosing, treating, and discharging patients</li> <li>• Experience of working in multi-professional and multi-disciplinary settings and contributing to effective team working</li> <li>• Knowledge in the delivery of Health Care Advice and Health Promotion</li> <li>• Listen, coach, and give feedback in a way that maintains personal integrity and helps others to improve</li> <li>• Experience of treating patients of all ages (from neonatal to geriatric)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>• Experience working with people with a forensic history</li> <li>• Experience in working with people who don't have English as a first language</li> <li>• Knowledge and understanding in meeting the needs of diverse groups</li> <li>• Experience in working with people experiencing domestic violence.</li> <li>• Familiarity with Adastra and/or EMIS</li> </ul> |
| <b>Skills, Abilities and Attributes</b> | <ul style="list-style-type: none"> <li>• Motivated by the provision of high-quality patient care</li> <li>• Good clinical judgment and decision-making skills</li> <li>• Ongoing commitment to personal development</li> <li>• Able to use own initiative and achieve measurable improvement against stated objectives</li> <li>• Able to work under pressure and to deal with emergency situations and/or difficult clients and stressful situations professionally</li> <li>• Organised, systematic, and flexible. Good time management being able to prioritise work and work under pressure</li> <li>• Excellent written, verbal, and interpersonal communication skills</li> <li>• Able to work within a team and give and take instruction as required. Able to quickly establish rapport and credibility with others in the team</li> <li>• Can reflect on own work and performance</li> <li>• Positive attitude towards innovations and change</li> <li>• Ability to recognise own limitations and act upon them appropriately</li> <li>• Able to remain impartial and non-judgmental during times of sensitivity, stress, and potential conflict</li> <li>• Competent computer literacy and strong written and verbal communication skills</li> </ul> |                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Leadership Skills</b>                | <ul style="list-style-type: none"> <li>• Use your interpersonal and leadership skills to influence and build partnerships with a wide range of stakeholders in an organised and prioritised fashion.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                               |

- Provide leadership and tenacity to engage, inspire, and motivate others, valuing and respecting everyone's contribution and driving delivery of objectives
- Implement strategic policies through your good clinical judgment and strong decision-making skills.
- Use a positive attitude towards innovation and change alongside your change management skills to bring about significant service improvements
- Take personal responsibility for your own performance, demonstrating your willingness to learn from self-reflection and feedback from others
- Maintain professionalism and manage sensitive and emotive situations, remaining non-judgmental during times of sensitivity, stress, and potential conflict
- Handle difficult situations, including those involving diverse opinions, conflict, adverse clinical outcomes, and clinical performance (and related) issues
- Use your own initiative to work independently
- Ability to work flexibly in relation to the operational times of all our services (this may include some unsocial hours)
- Ability to travel to other BrisDoc and external sites for meetings

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