

Ophthalmology CL Advert

GIRFT Clinical Lead – Ophthalmology Services

The Getting It Right First Time (GIRFT) programme is recruiting for a National Clinical Lead to focus on the improvement of ophthalmology services across England.

The focus of this role will be to ensure all ophthalmology services are providing high quality, efficient care, and reducing waiting lists, using data and strong clinical leadership.

The position-holder will be expected to drive improvement using the tried and tested GIRFT methodology of data-led reviews with services, working to identify challenges and opportunities, and developing recommendations for improvement. This may be at regional, ICB or provider level and may include some targeted support work with clinical and operational teams.

The role will also include ongoing implementation of the recommendations as set out in published GIRFT national specialty report for Ophthalmology as well as driving forwards more recent innovations in the delivery of eye care services, and development evidence-based best practice pathways.

The role will involve working collaboratively with relevant stakeholders including the NHS England Eye Care team, The Royal College of Ophthalmologists, the NHSE National Clinical Director for Eye Care, and others.

Please note that the post holder should have served on a national committee for their specialty and be endorsed as a suitable candidate by their main specialty association.

GIRFT is an NHS England programme designed to improve the quality of care within the NHS by reducing unwarranted variation and is one of an aligned set of programmes within NHS England.

Please note that this role will be retained via a service level agreement (SLA) with your host trust at 2 PAs per week (subject to annual review).

Please contact Mandy Foster (amandafoster1@nhs.net) to discuss and to place expressions of interest, which will take the form of a letter explaining experience and suitability for the role, along with a short CV.

Application deadline: 5pm on Friday 31st May.

Interviews: to take place end of June/beginning of July (specific dates to be confirmed)





NHS England
GIRFT National Clinical Lead



Role description and person specification

Position

Job title	GIRFT National Clinical Lead: Ophthalmology	Directorate	Getting It Right First Time (GIRFT)
Pay band	Consultant	Responsible to	GIRFT Workstream Delivery Director
Salary	SLA agreement	Accountable to	National Clinical Improvement Director
Tenure	Fixed Term – 12 months 0.2 WTE	Responsible for	Providing clinical advice and leadership
Funding Arrangements	Programme Funded	Base	Predominantly home / remote working, with some requirement to travel

Role: GIRFT National Clinical Lead for Ophthalmology

Getting It Right First Time (GIRFT) is a national programme designed to improve the quality of care within the NHS by reducing unwarranted variation. By tackling variations in the way services are delivered across the NHS, and by sharing best practice between trusts and systems, GIRFT identifies changes that will help improve care and patient outcomes, as well as delivering efficiencies such as the reduction of unnecessary procedures and cost savings. GIRFT led programmes are in place offering support to accelerate elective recovery post Covid-19, including the HVLC programme which stood up in 2020 and more recently, the Further Faster programme.



Importantly, GIRFT is led by frontline clinicians who are expert in the areas they are reviewing. This means the data that underpins the GIRFT methodology is being reviewed by people who understand those disciplines and manage those services on a daily basis. The GIRFT national workstream team visit every trust carrying out the specialties they are reviewing, investigating the data with their peers and discussing the individual challenges they face. Both local and national recommendations are shared across the specialty and with the regional team together with verified best practice.

The GIRFT team works with Trusts, Integrated Care Systems (ICS) and specialty networks supporting the implementation of GIRFT best practice pathways, local and national recommendations in order to deliver top decile performance across a range of specialties/sentinel metrics. These best practice pathways enable both reduced unwarranted variation, and improved productivity, as well as patient and staff experience.

The role of the GIRFT National Clinical Lead is to:

- Provide clinical advice and leadership to identify unwarranted clinical variation within the specialty at national, regional, system, network and trust level.
- Provide clinical advice and leadership to identify best practice standards across the specialty.
- Provide clinical advice and leadership on the development of appropriate clinical data/metrics to underpin continuous improvement and achievement across the specialty.
- Work with GIRFT SMT, NHSE Eye Care Team and clinical stakeholders to develop and deliver the programme's ambitions to reduce unwarranted clinical variation and improve the quality and value of healthcare services ensuring clinical focus and credibility.
- Support GIRFT in the successful design and delivery of interventions and resources to support system, professional and clinical procedure pathway changes at a national and local level.
- Act as a champion for patients and their interests
- Work within NHS England's co-production approach for involving patients, carers and citizens in the development of commissioning tools and resources
- Embed patient, carer, and public involvement into the organisations' decision making and practice at all levels

The appointment is offered on a fixed term SLA of 12 months at 0.2 WTE, subject to annual review.

Key role specifics and responsibilities

- Lead regular specialty meetings with provider-level and system-level colleagues to agree improvement priorities and review progress, with a key focus on the core improvement metrics on quality and productivity as set out by the GIRFT Ophthalmology services programme alongside NHSE teams.
- To provide national influence and clinical leadership to the health system, focussing on improving outcomes for patients and carers
- To work with clinical and operational colleagues, and wider stakeholders at all levels to pursue the transformation of services required to recover services in an equitable way and contribute to the overall reduction of waiting lists and improved access, experience and outcomes.
- Build effective relationships with other national clinical specialty or programme leads and senior clinical leads from relevant Colleges / professional societies.
- Using benchmarked data, the role involves reviewing process, quality, and productivity in every service in England.



- Support the team's work in developing pathways and promoting best practice.

Workstream Objectives 2023/24 & 2024/25

The focus of this role will be to ensure all Ophthalmology services are providing high quality, efficient care and reducing waiting lists, using data and strong clinical leadership. The post-holder will interpret and diagnose data to understand the challenges faced in the system, and using an MDT approach, identify solutions and best practice to help optimise resources nationally. The workstream will achieve improvement using the tried and tested GIRFT methodology.

Additional workstream objectives:

- Provider/system level focused support as required
- Ophthalmology data development, including on Model Health System
- Implementation of outstanding recommendations as set out in the GIRFT national specialty report for Ophthalmology

Key Relationships (Internal and external)

Key Relationships

Operational colleagues may include but are not exclusively limited to:

- Colleagues within the project and programme management job family, the directorate and NHSE.
- NHSE Regional Teams
- NHSE Eye Care Team
- Integrated Care Systems (ICSs) and Integrated Care Boards (ICBs) etc.
- Commissioning support organisations.
- Royal Colleges and Specialist Societies; including the Royal College of Ophthalmologists
- Clinical Reference Group
- NHS Trusts and NHS FoundationTrusts.
- Independent providers
- VCSE organisations
- Relevant national policy leads.
- Local Government.



- Provider organisations
- Department of Health & Social Care (DHSC).
- Care Quality Commission (CQC).
- National Institute for Health and Care Excellence (NICE)
- Patients and their representatives and the wider public where appropriate.

Person specification

Criteria		Essential	Desirable	Evidence*
Qualifications	Essential: educated to degree level in a relevant medical/ scientific/nursing / allied health /pharmacy	√		A/I
Knowledge and experience	Good understanding of health system dynamics and the reform programme	√		A/I/T
	Good knowledge of Ophthalmology services and pathways nationally and the interrelationships with the Independent sector and optometry services. .	√		
	Knowledge of evidence based policy making and corporate DHSC and NHS governance	√		
	A good understanding of how to use data and financial incentives to improve quality and productivity	√		
	Track record of delivering major change programme to transform clinical services.	√		
	Senior leadership experience in the NHS/DHSC, operating at or close to Board level	√		



	<p>Experience of operating in complex, highly political environments</p> <p>Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals.</p> <p>Experience of developing, applying and reviewing an evidence-based approach to decision making</p> <p>Extensive experience of delivering presentations to large groups of stakeholders in often pressured and politically sensitive environments</p> <p>Member of a relevant professional body In depth additional expert knowledge acquired over a significant period of time in the following areas:</p> <ul style="list-style-type: none"> • Delivery of eye care services 	<p>√</p> <p>√</p> <p>√</p> <p>√</p>		
<p>Skills capabilities and attributes</p>	<p>Track record of delivering major change programme to transform clinical services</p> <p>Use resourcefulness and judgment to navigate and negotiate across the NHS and the wider health, social care, education and political landscape</p> <p>Demonstrable leadership, vision, strategic thinking and planning with highly developed political skills</p> <p>The ability to build excellent collaborative networks</p> <p>The ability to deal with ambiguity and complexity</p> <p>Able to navigate and negotiate the NHS and the wider health, social care and political landscape.</p> <p>Excellent leadership skills and the ability to build and motivate high performing teams</p> <p>Highly developed interpersonal skills, negotiation, conflict management, feedback, partnership working, and coaching skills</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>		<p>A/I/T</p>



	<p>Able to assimilate complex and lengthy information and make decisions in an ambiguous and fast moving environment</p> <p>Ability to communicate with stakeholders and the media, and convey complex messages to different recipient groups.</p> <p>Demonstrable ability to act upon incomplete information, using experience gained to make inferences and decision making</p> <p>Able to develop effective and mutually supportive relationships with key partners within and without organisations.</p> <p>Strong intellectual, strategic, and systemic thinking skills, with the ability to think creatively and laterally to achieve outcomes.</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>		
Values and behaviours	<p>Demonstrates honesty and integrity and promotes organisational values. Commitment to and focus on quality, promotes high standards to consistently improve patient outcomes</p> <p>Demonstrably involves patients and the public in their work</p> <p>Consistently puts clinicians at the heart of decision making</p> <p>Consistently looks to improve what they do, looks for successful tried and tested ways of working, and also seeks out innovation</p> <p>Values diversity and difference, operates with integrity and openness</p> <p>Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others</p> <p>Works well with others, is positive and helpful, listens, involves, respects and learns from the contribution of others</p> <p>Uses evidence to make improvements, seeks out innovation</p> <p>Actively develops themselves and others</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>		A/I/T



	<p>Demonstrable commitment to focusing on both the mental and physical health of the service users</p> <p>Demonstrable commitment to partnership working with a range of external organisations</p> <p>Will consider the most effective way to promote equality of opportunity and good working relationships in employment and service delivery and has the ability to take actions which support and promote this agenda</p> <p>Values diversity and difference, operates with integrity and openness</p> <p>Self-awareness in terms of emotional intelligence, biases and personal triggers with cultural sensitivity and awareness</p> <p>Commitment to work/life balance</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>		
<p>Equality, diversity and inclusion</p>	<p>Commitment to equality of opportunity, focussed on removing barriers to full participation.</p> <p>Fosters good working relationships and values difference.</p> <p>Understands the importance of diversity and inclusion in delivering our role in the health and care system.</p> <p>Adherence to Confidentiality statement within the job description appendix and the Data Protection Act 2018/General Data Protection Regulation (GDPR).</p> <p>Upholds the Equality Act 2010 and the Public Sector Equality Duty.</p> <p>Upholds our commitments as a Stonewall Diversity Champion, Disability confident Employer and Mindful Employer.</p> <p>Promotes high standards for improving diversity and equality, as per the Workforce Race Equality Standard and Workforce Disability Equality Standard.</p>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>		<p>A/I/T</p>



	Promotes gender equality and closing our Gender Pay Gap.	√		
Mobility	National travel is required to fulfil this role (hybrid)	√		A/I

* Evidence will take place with reference to the following information:	
A	Application form
I	Interview
T	Test or Assessment
C	Certificate

