

Role Profile

Quality Improvement Lead

Job Title **Quality Improvement Lead**

Reports to Head of Quality Improvement

General scope of post The main purpose of this role is to contribute to the development of a proactive and robust clinical governance and quality assurance framework that enables OSJCT to measure and continuously improve the compliance and quality of our services. As a Quality Improvement Lead you will work as part of the wider Care Quality Team advising on clinical governance, quality improvement methodology, quality and risk management to ensure compliance with legislative requirements, national and local policies. The post holder will work closely with the Operational Management and Human Resources Team, Care Home, Extra Care Housing Managers and clinical leads to embed the principles of a robust clinical governance and quality improvement framework aimed at creating an environment in which excellence in care will flourish.

Key Accountabilities

- Undertake a programme of planned and responsive quality assurance activities to interpret compliance and quality improvement across services, analyse performance and give advice on:
 - Effectiveness of care provided to residents
 - Safety of care provided to residents
 - Experience residents have of the care they receive

To a wide range of managers and employees to ensure that there are quality assurance systems in place, which promote a culture of openness and responsiveness to the views of residents, a philosophy of relationship-centred care and an ethos of positive learning from incidents.
- Contribute to the development and delivery of a formal educational programme that takes employees from beginners to experts in quality improvement techniques and establishes mentors\coaches\clinical supervisors for improvement projects
- Contribute to the development and review of clinical quality and safety related policies and procedures as part of the clinical governance framework, ensuring that policies are consistent with expectations of corporate and information governance.
- Assist with the development and delivery of an on-going quality improvement process that encompasses the organisations values, quality priorities, employees and resident views; promoting a culture that is supportive and open, where individuals, teams and the organisation can learn and develop.
- Be aware of current issues and research findings relating to care of older people and ensure that relevant developments are communicated appropriately across the organisation.
- Be actively involved liaising with external stakeholders and agencies to ensure health and social care economy working and sharing of best practice. in infection prevention and control.
- Support the delivery of the OSJCT Strategy and the delivery of the CNO's Vision for Nursing: Leading Change, Adding Value by assisting with the development of objectives in relation to decreasing variations in practice; prepare position papers and other reports as required in relation to service development

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- Promote a commitment to continuous development and improvement, ensuring that within scope of the role:
 - Resources are deployed across the business in the most efficient and effective manner
 - Employees are supported and encouraged to participate in professional development opportunities, appraisal and competence assessments
 - Budgets are appropriately managed
 - Relevant OSJCT policies and procedures are complied with
 - Compliance with mandatory and statutory training

Number of
Direct Report

This role has no direct reports

Financial
Responsibility

This role has no financial responsibility

Knowledge,
skills &
Abilities

Must have a relevant qualification and registration with the NMC or Health and Care Professional Council
Evidence of clinical leadership during a change agenda
Evidence of implementation of a range of quality and clinical governance initiatives to develop practice
Working knowledge of Care Quality Commission Regulations, Mental Capacity Act, Health and Safety, Safeguarding and all other relevant legislation and policies
Demonstrable knowledge of issues within nursing and the quality agenda
Demonstrable knowledge of risk management processes and clinical governance
Demonstrable knowledge of infection prevention and control

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Person Specification

ESSENTIAL	DESIRABLE
<u>Qualifications</u> Must have a relevant qualification and registration with the NMC or Health and Care Professional Council	Educated to Masters Level
<u>Experience</u> Evidence of effective clinical leadership during a change agenda Evidence of implementation of a range of quality and clinical governance initiatives to develop practice Track record of leading service improvement	Experience gained in a not for profit organisation Experience gained in a multi-site geographically dispersed organisation
<u>Technical and job specific requirements</u> Working knowledge of Care Quality Commission Regulations, Mental Capacity Act, Health and Safety, Safeguarding and all other relevant legislation and policies Clear understanding of the Care Act and its implications Evidence of effective relationships with multi professional teams Demonstrable knowledge of issues within nursing and the quality agenda Demonstrable knowledge of risk management processes and clinical governance Demonstrable knowledge of infection prevention and control Demonstrate ability to compile reports and deliver presentations	
<u>Behavioural Qualities</u> Has a collaborative nature and is able to understand and incorporate others' perspectives Behaves in line with the NMC/HPCP code of conduct Evidence of first class interpersonal skills and the ability to use them to work effectively to motivate and develop colleagues. Emotional maturity – is self-aware and able to recognise, interpret and respond to people's emotional state Is professional at all times and demonstrates evidence of OSJCT value	

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<u>Ability to meet job requirements</u> Must be able to drive as frequent travel required across all Trust regions (clean driving licence required) and regular working from Witney office Occasional overnight stays in other regions Will need full DBS clearance	
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