

# Assignment Brief

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| **Job Title** | **Implementation Lead (Theatres & Periop)** |
| **Reference** |  |
| **Department / Team**  | **Transformation, GIRFT** |
| **Location** | **Home / Flexible** |
| **Band** | **8c** |
| **Responsible to** | **Head of Specialist Implementation (Theatres & Periop)**  |
| **Accountable to** | **Director of GIRFT Implementation** |
| **Responsible for** | **Working as part of the GIRFT theatres & Perioperative team to deliver against the national workstream objectives. Acting as a subject matter expert in theatres and perioperative pathways to support providers / systems / regions in improving frontline pathways** |
| **Review date** | *October 2024* |
| **End date** |  |

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| **Role Specifics** |
| This assignment brief should only be read in conjunction with the generic job description listed in the reference section above. Please therefore refer to the Generic Job Description for more information. Please also refer to the Appendix to JD for further important information*.***Background**The Transformation Directorate’s vision is to deliver the best care and outcomes for the NHS and people that it serves, by improving our care pathways, rapidly adopting effective technologies, building on insights from data and cutting-edge research, and by transforming the way that we deliver care.We will achieve this purpose by:* Providing national digital, data and infrastructure services that enable effective operation of the NHS
* Delivering the right solutions, for the right purpose, at the right time, to benefit our populations health and wellbeing
* Working together to deliver people-centred health outcomes, that are innovative, at the cutting edge of technology and informed and supported by data and research.
* Tackling health inequalities and empowering everyone to be more in control of living a healthier life through more personalised support and care.
* Delivering programmes that transform the way in which we deliver care

Getting It Right First Time (GIRFT) is a clinical improvement programme designed to improve the quality of care within the NHS by reducing unwarranted variation and was transferred on a permanent basis to NHS Improvement Directorate on 1st July 2021.   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 is also leading the High Volume Low Complexity (HVLC) programme, addressing elective recovery post Covid-19, across six specialties throughout England. 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 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.  **National theatre programme overview** The national theatre board was established in January 2022, following extensive consultation with stakeholders across NHSE, as an identified need to provide a single national focus point to support delivery of the elective recovery programme, specifically with the following objectives: * All providers/systems to have capped theatre utilisation at >85%, and meet or exceed the wider theatre productivity measures (late start, early finish, intercase downtime)
* No more than 15% of all elective procedures should be delivered as an ordinary admission
* All providers/systems to be delivering throughput at HVLC cases per list.
* All providers/systems to have implemented best practice end to end pathways.
* All providers to have reduced cancellations for unavoidable reasons to less than 1%.

**GIRFT APOM Programme** The GIRFT APOM programme is a delivery workstream of the GIRFT National team and provides clinical leadership and support to providers in reducing unwarranted variation in anaesthetics and perioperative medicine, with a strong focus on supporting providers to achieve more than 85% of all elective surgical activity to be delivered as either a daycase or outpatient procedure. The GIRFT programme also forms part of the National Perioperative Programme, formed by teams from elective recovery, GIRFT, Digital Outpatients and WT&E. **Duties**As an **Implementation Lead**, the post holder will work as part of a dynamic team in delivering an effective service as part of the Wider GIRFT Theatre & Perioperative Team as part of the GIRFT Implementation function.The role supports the business in driving transformation as well as value for money in planning, commissioning and service. The role is designed to build a combination of subject matter expertise and technical skills to develop strong service delivery.**The postholder will**:* Own the implementation activity across the assigned workstreams, ensuring the activity takes place in a timely manner and meets the highest quality standards.

 * Provide support to selected providers in implementing sustainable pre-operative & theatre services, (Regular travel across England required, including overnight stays)
* Work closely with Regional/System/provider colleagues to deliver the objectives of the national theatre programme
* Provide subject matter expertise to support development of guidance for providers on improving theatre productivity & efficiency
* Using available data be able to undertake complex analysis to identify challenges within provider or systems theatre pathways and be able to present this information at board and sub board level with credibility in understanding local processes and pressures.
* Working with other members of the team keep key documents up to date, e.g., risks and issues log, FAQs, communications grid, stakeholder directory.
* Working with Regional operational and clinical leads to identify areas of best practice and how these can be developed, with the National GIRFT Academy to be adopted more widely
* Using Model Health System and other data systems available to the national team to provide regular updates to regional and system colleagues on their performance, including highlighting where there are areas of concern that may require more intensive support
* Work closely with regional implementation, improvement and transformation teams as they develop plans and support systems with recovery and transformation of elective services
* Provide regular updates to relevant boards and key stakeholders to ensure progress is meeting the wider Elective Recovery plans, this may include developing new programmes work as required.

**To fulfil the role you will:*** Have operational and/or clinical experience in delivering change in complex healthcare providers with demonstrable outcomes.
* Have experience of working with clinicians, preferably in the implementation of GIRFT recommendations at a Trust or system level.
* Be pragmatic, able to dissect operational and clinical challenges by applying data and other established problem-solving techniques, developing solutions alongside practitioners and extracting the lessons for other areas
* Have highly advanced relationship skills, with a track-record of working with clinical specialties and with operational leads at divisional level
* Be enthusiastic and optimistic about changing the NHS, whilst acknowledging its day-to-day pressures
* Be prepared to ‘think like a patient and act like a taxpayer’ operating with integrity, respect and a passion for improving the NHS.

**Accountabilities*** Please refer to the Generic Job Description for more information

**Relationships** * Please refer to the Generic Job Description for more information

**Organisational Chart**  |

# Person Specification

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| **Criteria** | **Essential** | **Desirable** | **Stage Measured at:****A - Application****I – Interview****T - Test****P - Presentation** |
| **Education / Training / Qualifications** | Nothing additional to generic JD |  | **A/I** |
| **Knowledge and Experience** | Subject matter expertise across a number of key areas relating to theatres, surgical pathways and perioperative medicineExtensive operational experience within surgery, theatres and perioperative care |  | **A/I** |
| **Skills / Abilities** | Ability to work with clinical and operational staff at all levels, and to support clinically led discussions with confidence.Ability to navigate challenging clinical and operational issues with diplomacyAbility to deliver challenge in a supportive manner Ability to act as a critical friend to services, ensuring an objective, evidence based approach Ability to manage multiple, competing priorities and deadlines |  | **A/I** |
| **Interpersonal Skills** | Nothing additional to generic JD |  | **A/I** |
| **Values and behaviours** | Nothing additional to generic JD |  | **A/I** |
| **Other** | Able to travel across England, with potential for regular overnight stays where embedded within an organisation |  | **A/I** |

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| **The organisation seeks to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate** |