NHS England
Getting It Right First Time (GIRFT) National Clinical Lead

Role Description & Person Specification

Role description

GIRFT National Clinical Lead for Sickle Cell Disease and Thalassaemia

The Getting It Right First Time (GIRFT) programme is recruiting for a National Clinical Lead to focus on the improvement of sickle cell disease (SCD) and thalassaemia services across England.

Working in collaboration with the ongoing work of the National SCD and Thalassaemia Quality Improvement Programme led by the National Healthcare Inequalities Improvement Programme, the focus of this role will be to reduce the variation in adherence to and delivery of guidelines for SCD and thalassaemia management. The Infected Blood Inquiry Report, which outlined systemic shortcomings that led to more than 3,000 deaths attributable to infected blood, products and tissue, advises proportionately, given their need for regular transfusion, it is to be expected that people with thalassaemia or sickle cell disease will have had a significantly higher proportion of blood-borne disease.

The post holder will be experienced in developing and implementing care pathways for children and adults with SCD, thalassaemia and associated health conditions. The post holder will also have expertise and understanding of service provision for SCD and thalassaemia in community, primary and secondary care settings, including transition into adult services.

The role will involve working collaboratively with relevant stakeholders including British Society for Haematology, Royal College of Physicians, Sickle Cell Society, NHSE Haemoglobinopathies CRG and others. The Healthcare Inequalities Improvement Programme is a key partner programme as the NHSE Director for Healthcare Inequalities is SRO for Sickle Cell & Thalassemia Pathway Improvement.

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 a 12-month post at x 0.2 FTE, retained via memorandum of understanding (MOU) with your host trust, subject to annual review. For further information on this post please email antoinetteflynn@nhs.net

GIRFT National Clinical Lead: Sickle Cell Disease and Thalassaemia			
Position			
Job title	GIRFT National Clinical Lead: Sickle Cell Disease and Thalassaemia	**Directorate**	Getting It Right First Time (GIRFT)
Pay band	Consultant	**Responsible to**	GIRFT Director of Clinical Improvement
Salary	SLA agreement	**Accountable to**	Chair of GIRFT Programme
Tenure	Fixed Term (12 months) subject to annual review	**Responsible for**	Providing clinical advice and leadership
Funding Arrangements	Programme Funded	**Base**	Predominantly home / remote working, with some requirement to travel

Getting It Right First Time (GIRFT) is an NHS improvement programme designed to improve the quality of care within the NHS by reducing unwarranted variation.

By tackling variation 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 Clinical Review Unit (CRU) 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.

POSITIVE ABOUT DISABLED PEOPLE
disability confident
Stonewall DIVERSITY CHAMPION

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, Sickle Cell Disease (SCD) CRG, 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 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 MOU of 12 months at 0.2 WTE, subject to annual review.

Key role specifics and responsibilities

- Undertake a series of review visits, working with teams involved in SCD and thalassaemia care delivery across the country to identify and understand unwarranted variation in care, the barriers to improvement and examples of best practice.
- Provide support with metric identification, data analysis and validation.
- Identify service-specific recommendations and actions for implementation that will improve quality and outcomes, based on what is learnt from the data and review visits.
- Lead the development of a short national report, highlighting key themes, examples of good practice and recommendations to improve the quality and outcomes for people living with SCD and thalassaemia.
- To provide national influence and clinical leadership to the health system, focussing on improving outcomes for patients and carers.
- 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.
- Champion the consistent and timely implementation of national policies including NICE technology appraisal guidance and NICE clinical guidelines for medicines at all levels of the NHS.

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Workstream Objectives 2025/26
The focus of this role will be to ensure all SCD and thalassaemia services identify improvement opportunities and plans to address challenges in patients pathways identified in several care pathway reviews. That SCD and thalassaemia services are providing high quality and efficient care and have, or develop, improvement plans to address the systemic shortcomings and potential racially driven biases identified in various reports.

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 Specialised Commissioning
- NHSE Policy Team
- NHSE Healthcare Inequalities Improvement Team
- Integrated Care Systems (ICSs) and Integrated Care Boards (ICBs) etc.
- Commissioning support organisations.
- Royal Colleges and Specialist Societies; including the British Society for Haematology, Royal College of Physicians, UK Thalassaemia Society and the Sickle Cell Society
- Haemoglobinopathies 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)

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- 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 mental health, including children's mental health, and wider system dynamics including relationships with social care, education, VCSE.	√		
	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	√		
	Experience of operating in complex, highly political environments	√		
	Experienced clinician with credibility and the ability to command the respect of all clinical and non-clinical professionals.	√		
	Experience of developing, applying and reviewing an evidence-based approach to decision making	√		

	Extensive experience of delivering presentations to large groups of stakeholders in often pressured and politically sensitive environments Member of a relevant professional In depth additional expert knowledge acquired over a significant period of time in the following areas: • Prevention • Children and Young People's mental health • Primary and secondary care	√		
Skills capabilities and attributes	Track record of delivering major change programme to transform clinical services Use resourcefulness and judgment to navigate and negotiate across the NHS and the wider health, social care, education and political landscape Demonstrable leadership, vision, strategic thinking and planning with highly developed political skills The ability to build excellent collaborative networks The ability to deal with ambiguity and complexity Able to navigate and negotiate the NHS and the wider health, social care and political landscape. Excellent leadership skills and the ability to build and motivate high performing teams Highly developed interpersonal skills, negotiation, conflict management, feedback, partnership working, and coaching skills Able to assimilate complex and lengthy information and make decisions in an ambiguous and fast moving environment Ability to communicate with stakeholders and the media, and convey complex messages to different recipient groups.	√ √ √ √ √ √ √ √ √ √		A/I/T

	Demonstrable ability to act upon incomplete information, using experience gained to make inferences and decision making Able to develop effective and mutually supportive relationships with key partners within and without organisations. Strong intellectual, strategic, and systemic thinking skills, with the ability to think creatively and laterally to achieve outcomes.	√ √		
Values and behaviours	Demonstrates honesty and integrity and promotes organisational values. Commitment to and focus on quality, promotes high standards to consistently improve patient outcomes Demonstrably involves patients and the public in their work Consistently puts clinicians at the heart of decision making Consistently looks to improve what they do, looks for successful tried and tested ways of working, and also seeks out innovation Values diversity and difference, operates with integrity and openness Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others Works well with others, is positive and helpful, listens, involves, respects and learns from the contribution of others Uses evidence to make improvements, seeks out innovation Actively develops themselves and others Demonstrable commitment to focusing on both the mental and physical health of the service users Demonstrable commitment to partnership working with a range of external organisations	√ √ √ √ √ √ √ √ √ √ √		A/I/T

	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 Values diversity and difference, operates with integrity and openness Self-awareness in terms of emotional intelligence, biases and personal triggers with cultural sensitivity and awareness Commitment to work/life balance	√ √ √		
Equality, diversity and inclusion	Commitment to equality of opportunity, focussed on removing barriers to full participation. Fosters good working relationships and values difference. Understands the importance of diversity and inclusion in delivering our role in the health and care system. Adherence to Confidentiality statement within the job description appendix and the Data Protection Act 2018/General Data Protection Regulation (GDPR). Upholds the Equality Act 2010 and the Public Sector Equality Duty. Upholds our commitments as a Stonewall Diversity Champion, Disability confident Employer and Mindful Employer. Promotes high standards for improving diversity and equality, as per the Workforce Race Equality Standard and Workforce Disability Equality Standard. Promotes gender equality and closing our Gender Pay Gap.	√ √ √ √ √ √ √ √ √ √		A/I/T
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