

Job description

National Hip Fracture Database (NHFD) - Orthogeriatric Clinical Lead

Location	UK-wide (remote)
Department	Care Quality Improvement Directorate (CQID)
Reports to	Sunil Nedungayil (FFFAP senior clinical lead)
Contract type	Fixed term for 2 years plus optional, and maximum, 3 additional years on completion of successful annual reviews
Working hours	Approx 1 PA per week with flexible hours to be negotiated during the working week

Working at the RCP

The Royal College of Physicians is a rewarding and friendly place to work with an incredible history, dating back to our foundation in 1518. We are a professional membership body for physicians – doctors who work in hospitals – with over 40,000 members in the UK and around the world working to improve patient care and reduce illness. Our activities focus on educating, improving and influencing for better health and care.

We work from two main sites – The Spine, a new state-of-the-art building at the heart of the Knowledge Centre in Liverpool, and an iconic Grade I-listed building overlooking beautiful Regent's Park in central London.

We champion an inclusive culture and welcome applications from all sections of society. We value taking care, learning and being collaborative. These values underpin everything we do. Join us to help achieve our vision of a world in which everyone has the best possible health and healthcare.

This role sits within the RCP's Care Quality Improvement Directorate (CQID). FFFAP is one of the national clinical audit programmes hosted in the directorate which are commissioned by the Healthcare Quality Improvement Partnership (HQIP). Our audit programmes sit within the improvement arm of CQID alongside the Medical Care – driving change programme.

The purpose of your role

The prestigious [National Hip Fracture Database \(NHFD\)](#) is part of the Falls and Fragility Fracture Audit Programme (FFFAP). FFFAP is a national clinical audit commissioned by HQIP and run by

the Royal College of Physicians, designed to audit the care that patients with fragility fractures and inpatient falls receive in hospital and to facilitate improvement initiatives.

Established in 2007, the NHFD now contains over one million cases and is in a unique position to inform and transform hip fracture care; an extra 8,435 people have now survived the injury over the years since the NHFD was set up.

As the National Hip Fracture Database (NHFD) orthogeriatric clinical lead you will:

- > Work in partnership with the NHFD project manager (and core team) to provide leadership and direction for the planning, implementation, and evaluation and impact of the NHFD, within the overarching Falls and Fragility Fracture Audit Programme (FFFAP)
- > Work in close partnership with the orthopaedic clinical lead for the NHFD, as well as the clinical leads for the other two workstreams within FFFAP; the Fracture Liaison Service Database (FLS-DB) and the National Audit of Patient Falls (NAIF)
- > Engage with the clinical community to support to drive healthcare improvements driven by high quality data, ensuring maximum benefit to patients and clinical teams
- > Maintain and enhance the reputation of NHFD seeking alignment with the requirements of patients, regulators and commissioners in England and Wales (and Northern Ireland)
- > Work collaboratively with the other clinical leads in FFFAP to ensure the cohesion and effectiveness of the workstreams' contributions to the overall programme, and with clinical colleagues across CQID
- > Be supported by both a workstream specific advisory group and a multi-professional board comprising individuals who represent a broad range of relevant stakeholder organisations.

How we'll measure your success

- > Achievement of personal objectives agreed with the senior clinical lead at your regular appraisal
- > Your support of the NHFD project manager and wider programme team to deliver hip fracture priorities
- > Successful engagement of key stakeholders
- > Your ability to work autonomously, use initiative and problem solve
- > Your contribution to and support of RCP values
- > Feedback from the FFFAP team, external stakeholders and RCP colleagues as part of an annual 360-degree appraisal process.

What you're responsible for

Annual reporting

- > Supporting the delivery of the annual reporting cycle
- > Developing and refining the NHFD dataset and the facilities survey so that these anticipate and adapt to the changing evidence base and health economic pressures on fragility fracture care in the UK
- > Planning and personally performing analyses of the data collected and writing the text, figures and tables for each annual report

- > Integrating this work with the wider FFFAP team, so that it responds to the suggestions and needs of the Patient and Carer Panel and FFFAP's healthcare Improvement strategy.

Strategy

- > Providing overarching clinical co-leadership of the NHFD workstream within FFFAP and advising on its development, implementation and evaluation
- > Working with colleagues across FFFAP to support implementation of a clear cohesive vision for the programme
- > Working with stakeholders to maximise engagement and participation in the NHFD
- > Developing systems that ensure patients and carers are at the centre of the NHFD
- > Working within FFFAP to embed data collection and improvement into national and local structures to ensure the long-term viability of the programme aims and objectives
- > Supporting the FFFAP quality improvement strategic planning and engage teams to understand their data and support their improvement journey to optimise improvement in patient care and outcomes
- > Developing innovative methods of presenting audit data to relevant audiences to optimise improvement in patient care and outcomes, including inputting to the workstream annual reports
- > Ensuring maximum use of NHFD and FFFAP data to ultimately improve the quality of care for people following falls and fractures.

Management

- > Working as part of the FFFAP team to nurture collaboration and a culture of continuous improvement across the programme encouraging innovation, contributions from others, and reviewing and promoting development.
- > Having an awareness of the resource allocation that supports delivery of FFFAP
- > Working with the clinical and analysis leads and project team to support FFFAP management, ensuring plans are delivered according to contractual obligations
- > Leading governance activities as required for example, chairing meetings, leading working groups and attending the project executive and contract reviews when necessary
- > Engaging as appropriate with external stakeholder organisations and the FFFAP patient panel to represent FFFAP, and the RCP.

Communication and engagement

- > Contributing to communication plans to ensure messages emerging from the project are consistent with its objectives and those of wider policy and stakeholder initiatives
- > Representing FFFAP externally in the media as required
- > Representing FFFAP at stakeholder events and scientific conferences as appropriate, presenting abstracts and hosting symposiums as required
- > Working with project management to ensure patient voice is embedded into the strategic and operational work of FFFAP
- > Contributing to the work of the Department and wider RCP activities.

Your experience includes

Essential

- > Consultant level doctor or equivalent level allied health care professional in the field of fragility fracture care with current registration and licence to practice and currently practising clinically or in medical management or academia
- > Unblemished record with the GMC or equivalent professional body
- > Member of the Royal College of Physicians or equivalent
- > Evidence of continued professional development relevant to this post
- > A clinician experienced in the field of quality improvement who possesses the necessary skills to support multi-professional, collaborative clinical effectiveness projects
- > Current or recent clinical duties for hip fracture patients
- > Experience of project delivery in a regional or national role
- > Understanding of the NHS, healthcare management structures and systems, experience of holding a clinical management role within an acute Trust is desirable
- > Understanding and ability to interpret relevant legislation and accountability frameworks for the management of data
- > Ability to work effectively as part of a team, encouraging contributions from others, and reviewing and supporting the performance of the team to promote development and ensure outcomes are met
- > Working with others to build and maintain relationships; successful initiation and facilitation of multi-professional strategic partnership working and alliances
- > Understanding the methodological requirements for healthcare quality improvement
- > Understanding of change management processes to improve clinical care by the ability to challenge poor or adequate care
- > Experience of drafting reports, including audit report, and papers for submission to peer reviewed academic journals
- > High standard of oral and written communication skills
- > Able to present at seminars and workshops in an interactive manner.

Desirable

- > Management or leadership qualification
- > Higher degree to MD/PhD level.

Your behaviours and competencies

- > Effective leadership through demonstration of personal qualities such as self-awareness, integrity and self-management
- > Acts in a manner consistent with the values and priorities of their organisation and profession
- > Demonstrates awareness of political, social, technical, economic, organisational and professional environment whilst also anticipating and preparing for the future by scanning for ideas, best practice and emerging trends
- > Ability to build effective relationships with a range of internal and external stakeholders
- > Ability and interest in building cross-programme collaborations
- > Articulates the need for change and its impact on people and services: to develop and communicate aspirations to others
- > Ability to collect data and information, analyse against evidence-based criteria to challenge existing practices and processes: to influence others to use knowledge and evidence to evaluate and achieve best practice

- > Creates a climate of continuous improvement by acting as a role model for innovation, encouraging dialogue and debate with a wide range of stakeholders to develop ideas to transform services and care: formally and informally disseminates good practice
- > Any other duties as may be reasonably expected and which are commensurate with the level of the post
- > Adhere and comply with the provisions of the RCP's health and safety policy
- > Adhere and comply with all RCP data protection and security policies and procedures
- > Undertake all duties and responsibilities in compliance with the rules and regulations encompassing equal opportunities.

Our values

We are committed to **taking care**, **learning**, and **being collaborative**. These values drive the way we behave, how we interact with each other, and how we work together to achieve our vision and improve patient care.

We value taking care

This means we behave respectfully towards people, whatever their role, position, gender or background. It means we act as representatives of the RCP, and take decisions in the interests of the organisation as a whole.

We value learning

This means we continuously improve through active learning and honest reflection, so that we grow personally and as an organisation, while striving for excellence. We support learning and development opportunities.

We value being collaborative

This means we work together towards the RCP's vision in a collaborative and professional way, understanding that individuals bring different strengths and approaches to our work. We value diversity and each other's contributions.

The RCP positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, transgender status, religion or belief, marital status or pregnancy and maternity.

The RCP is all about our people – our members, staff, volunteers and leaders. We educate, influence and collaborate to improve health and healthcare for everyone and know we can only do this by being inclusive, encouraging and celebrating diverse perspectives. Welcoming into our community people who represent the 21st-century medical workforce and the diverse population of patients we serve is a priority for us.

As an employee/volunteer/temporary contractor you are expected to comply with all RCP data protection and security policies and procedures.