

Role Description

Job Title	Clinical Reference Group Regional Clinical Member
Directorate	Specialised Commissioning
Pay Band	N/A
Salary	N/A
Responsible to	Clinical Reference Group Chair
Accountable to	Regional Clinical Director for Specialised Commissioning
Responsible for	Providing leadership via Clinical Reference Groups and providing advice to NHS England
Base	Existing work base

Role Purpose

The role of Clinical Reference Group (CRG) Regional Clinical Members is to provide clinical advice and leadership:

- To drive service transformation
- To ensure the best value for patients
- To support the identification and delivery of NHS England's corporate and clinical priorities (at both national and regional levels)
- To support the commissioning of specialised services; and
- To support parliamentary accountability and provide ad hoc advice

CRGs are established to provide specialty-specific clinical advice and leadership for Specialised Commissioning. They sit under six National Programme of Care (NPoC) Boards, to which they are responsible, and form working groups which can cover any of the major clinical areas within the Specialised Commissioning portfolio.

The role of the CRGs is to lead the development of clinical commissioning policy, service specifications and quality dashboards, advise on service reviews, conduct horizon scanning and advise on innovation, identify and explore opportunities to reduce clinical variation in healthcare and to deliver value. They also provide advice to assist in answering parliamentary and ministerial questions and other correspondence and provide other ad hoc advice where required.

The CRG structure has been revised to ensure that this expert clinical advisory mechanism within NHS England remains effective and provides value, in light of the publication of the Long-Term Plan. The revised CRG membership structure will consist of: A Chair, between 3 and 7 clinical members based on the needs of the CRG, three Patient and Public Voice (PPV) members and up to four members from affiliated organisations (such as Colleges and Societies).

Clinical members may play a specific leadership role within the CRG to cover one of the following cross-cutting areas:

- Research & Evaluation
- Commissioning for Value
- Data and Pricing
- NICE Guidance

CRG Clinical Members will be a clinical leader in the field of the identified clinical service. The role will involve:

- Providing clinical leadership as part of the CRG, developing specialised services commissioning products
- Leading on the development of quality measures, quality standards and quality dashboards
- Leading the identification of Commissioning for Value schemes for development

- Supporting work to help define the national scope of the specialised service
- Supporting innovation through horizon scanning
- Understanding the need to ensure value for patients and the public for the resources available to Specialised Commissioning and/or the specialised services involved
- Participating in meetings of the CRG, either virtual – using teleconferencing and web-conferencing technology supported by national administration – or face-to-face where necessary, taking into account the needs of all members
- Engaging effectively with the PPV representatives and supporting fully their contribution to the work of the CRG
- Working with NHS England colleagues to communicate and engage with stakeholders about the work of the CRG
- Providing clinical leadership and advice in national Service Reviews

- Participating in the annual regional NHS England Specialised Services Clinical Leadership Forum
- Navigating complex systems and processes
- Maintaining awareness of the impact of any CRG business on related CRGs
- Reporting progress through the relevant national Programme of Care (NPoC)
- Working with the Regional Clinical Director of Specialised Commissioning to increase the strength of clinical leadership within regional specialised commissioning structures including liaison with, and support to, clinical networks, Programme of Care leads and service specialists.
- Ad-hoc advice to the Clinical Director Specialised Services, Deputy Medical Director, and Medical Director NHS England

The appointment, which is offered on a voluntary / non-remunerated basis, is for a period of up to three years, with an annual review of progress. It is important that CRG clinical members have the full support of their employer to be able to commit time to actively contribute to the meetings, workplan priorities and working groups of the CRG.

Key responsibilities:

Improving quality and outcomes

- To position clinical advice and leadership at the centre of NHS England with the aim of increasing quality and value throughout the system and taking forward the ambitions of the Five Year Forward View for the NHS
- To develop and deliver credible commissioning tools to support delivery of the NHS Mandate and Outcomes framework
- To provide clinical input to align commissioning resources and enablers including the NHS Standard Contract, Enhanced Services elements of the GMS contract, service specifications, best practice tariff, CQUINs, Quality Accounts and commissioning guidance to enable improvement in outcomes
- To ensure that specialist insight and advice is designed to support the delivery of an holistic, person-centred approach to clinical care

Enabling patient and public involvement

- To act as a clinical champion for patients and their interests
- To work within NHS England's co-production approach for involving patients, carers and citizens in the development of commissioning tools and resources
- To embed patient and public involvement into NHS England's decision making and practice at all levels

Promoting equality and reducing inequalities

- To uphold organisational policies and principles in the promotion of equality
- To support an inclusive working environment where diversity is valued, everyone can contribute, and everyday action ensures equality is upheld and promoted
- To influence and shape the commissioning of services to eliminate social and cultural inequalities for disadvantaged groups

Partnership and cross boundary working

- To harness expertise and advocacy by engaging with a range of organisations where necessary, including: the voluntary sector, Royal Colleges, specialist professional associations and patient groups
- To work with national and regional / local clinical networks and senates where appropriate
- To maintain awareness of the work of related CRGs to collaborate with other CRG chairs and members where appropriate

Leadership for transformational change

- To model a collaborative and influencing style of working, negotiating with others to achieve the best outcomes
- To promote and use an agreed change model, influencing others across the commissioning system to bring about transformation
- To influence the development of national commissioning products based on front line clinical experience and to translate national commissioning tools into local commissioning and service options

To promote innovation and research through leadership, promoting data scrutiny and evidence synthesis

Ensuring value for patients and the NHS

- To be mindful of the need to assess value (outcomes and experience for the cost of achieving these outcomes) as part of the process of clinical recommendations

- To identify and promote research and other forms of evaluation in areas of clinical practice where there are gaps in the evidence of clinical and / or cost effectiveness

Developing an excellent organisation

- To value and model matrix working at all levels in the organisation
- To support the organisation's ways of working, model its values and champion the NHS Constitution
- To ensure compliance with all confidentiality and governance requirements within the directorate
- To adhere to the NHS Managers Code of Conduct and any other relevant professional codes of conduct at all times
- To ensure regular, productive and open communication with NHS England colleagues and CRG members

Person specification

All appointed members are expected to display the competencies and behaviours as outlined in the [NHS Leadership Framework](#)

Values and behaviours
Demonstrable 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
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
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
Skills and capabilities
Track record of clinical leadership in the field of the identified clinical service.
Apply skill and experience to drive quality and service improvement.
The ability to build effective collaborative networks
The ability to deal with ambiguity and complexity
An understanding of the NHS governance and the wider health, social care and political landscape.
Highly developed interpersonal skills, negotiation, conflict management, feedback and partnership working.
Able to assimilate complex and lengthy information and make decisions in an ambiguous and fast moving environment
An understanding of the financial implications and economics of clinical recommendations

and how this can deliver better value for the NHS and patients

Knowledge

Knowledge of the commissioning landscape

Good understanding of health system dynamics

Knowledge of evidence-based policy making

Understanding of how to use data and financial incentives to improve quality and productivity

Experience

Senior clinician with specialty leadership experience and credibility

Experience of developing, applying and reviewing an evidence-based approach to decision making

Qualifications

Essential: educated to degree level in a medical/ scientific/nursing / allied health discipline