

Job Description

Job Title: Clinical Lead
Accountable to: Head of Healthcare
Location: Gatwick Immigration Removal Centre (IRC)
Annual Leave: 25 days, increasing incrementally with service
Hours: 37.5 hours

Practice Plus Group is the largest provider of healthcare in secure settings and, as the newly appointed provider of fully integrated healthcare services at Gatwick IRC, we are looking to recruit staff based across the two sites (Brook House and Tinsley House). Staff will effectively manage the complex healthcare needs of those within the facility and form an integral part of the wider IRC team, alongside Custody Officers and the Home Office.

Our mission is **Access to Excellence**. Our core values are:

- We treat patients and each other as we would like to be treated
- We act with integrity
- We embrace diversity
- We strive to do things better together

Patients can only access excellence if we commit to living our values in everything we do when we're at work.



We believe in putting patients first, regardless of the environment or their history. This role requires you to do this in a fast-paced environment and be able to adapt to unexpected demand. Detainees may be vulnerable and have experienced trauma in society, therefore staff must have an understanding and awareness of trauma, whilst considering cultural sensitivities.

The role

As a Clinical Lead with Practice Plus Group you will lead a multi-disciplinary team to deliver a nurse led service with duties including but not limited to:

- Supervision, leadership, co-ordination, and management of clinical staff
- Regularly assessing detainees' needs and developing services to reflect this
- Co-creating and developing care plans for detainees
- Responding to incidents in a professional and appropriate manner
- Establishing and maintaining communication with patients, relatives and staff
- Co-ordinating care in line with Detention Centre Rules 2001, Procedures and Protocols
- Ensuring medication is given in accordance with patient care plans
- Participation in supervisions and reflective sessions either 1:1 or in groups
- Assisting with admission and discharge planning
- Attending and contributing to weekly multi-disciplinary team meetings
- Managing caseloads with a flexible and proactive approach
- Completing risk management requirements throughout each detainees' pathway

You will also:

Provide outstanding evidence based care to our patients by seeking out, listening to and acting on feedback so that care is personalised and informed by what matters to them. You will also provide clinical expertise and expert advice for IRC primary care services to drive up clinical performance.

Deliver non-judgemental care that is safe, high quality, patient centred whilst meeting CQC requirements, following our policies, procedures and always considering safeguarding. You will also demonstrate a collaborative approach to working and ability to make quick and accurate decisions.

Inspire excellence in your colleagues by pro-actively leading the service and motivating the team recognising that our workforce is our most valuable asset. You will forge strong links with our partners and stakeholders, providing a service that people can trust, feel safe within and feel proud of.

Promote best practice, clinical supervision, evidence based care and continuous quality improvement embedding a culture of reflection and shared learning.

Share knowledge, skills and expertise to ensure safe care supporting your clinical and non-clinical colleagues to do a great job.

Learning and Development: IRCs are complex environments; we work closely with our colleagues, ensuring recruits have access to all mandatory IRC-setting training. CPD is supported and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.

About you

- Registered professional with current registration (NMC, HCPC)
- Evidence of Continued Professional Development
- Experience managing teams
- Understanding of the complexities of multi-disciplinary and multi-agency working
- A non-judgmental, warm and compassionate approach
- Excellent communication skills
- Understanding of clinical governance
- Willingness to learn and develop knowledge of healthcare policies and best practice
- Proactive problem solving skills
- Flexible attitude to working arrangements
- Motivated as an individual and when working in a team
- Able to work within a busy environment
- Willing to learn and develop by being committed to self-development
- Patient centred values
- Experience of multiagency collaboration/working across professional boundaries
- Calm, patient, empathetic and understanding
- Ability to work flexibly, in-line with the needs of our service and patients
- Professional commitment to delivering excellent care



Additional information

Disclosure and Barring Service: a Disclosure and Barring Service disclosure at the enhanced level is required for this role. A risk assessment will be undertaken if necessary.

Vetting: All successful candidates will undergo necessary security clearances in line with Home Office and Immigration Removal Centre requirements.

Directions:

IRC Brook House and IRC Tinsley House are both easily accessible by road and public transport.

By road: Leave the M23 at Junction 9.

Public Transport: Regular public transport links available by bus or train.

On-site parking available at both sites.