

Job Description

Job Title: Matron
Accountable to: Head of Healthcare

Practice Plus Group's 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 the patient first, regardless of the environment or their history. The prison population is one of the most vulnerable and challenged patient groups in society and the delivery of their health care is conducted within often difficult and demanding environments.

The role

We are looking for an experienced clinical lead to provide clinical leadership and management to the registered nurses and care teams. Deputise on behalf of the Deputy/Head of Healthcare when required. Working closely with partners to maintain a robust, high quality clinical service for patients. Ensure that own clinical practice is consistent with autonomous practice within the role. You will model a culture of compassion, care, courage, commitment, communication and competence.

As the Matron you will coach, line manage and develop clinician staff; support and contribute in undertaking audits and governance and contribute to developing and reviewing clinical/non clinical Local Operating Protocols for the site. You will also chair and facilitate specific healthcare meetings with the team and different partners, provide clinical supervision (training available) and carry our investigations locally and for the wider region.

As the Matron you'll deliver workshops to develop the team's learning in various areas such as clinical processes, documentation, patient care and joint Healthcare & HMPPS processes and work in partnership with the Head of Healthcare to identify and mitigate clinical risk (risk register, incident reporting, quality assurance).

Part of your role will require you to support the process of patient concerns, attend, contribute and progress actions from HMPPS/partnership meetings, oversee local patient engagement strategy and work in partnership with the Head of Healthcare to ensure that protocols and standards are adhered to.

As the Matron you'll lead support team with safeguarding, have responsibility of the rota and managing shortage and sign off agency nurses hours online/ staff payroll when required (etips - payment).

You will contribute to our healthcare strategy and vision to:



Provide outstanding evidence based care to our patients, seeking out, listening to and acting on their feedback, so that care is personalised and informed by what matters to them.

Deliver non-judgemental care that makes a real difference, as defined throughout our bespoke Health in Justice Competency framework.

Inspire excellence by forging strong links with our partners and stakeholders and 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 shared learning.

Share knowledge, skills and expertise to ensure safe care, building strong multi-disciplinary teams and supporting each other to do a great job. Encourage a shared learning approach to teaching.

About you

- Registered Nurse – *Adult*
- Current professional qualification (NMC)
- Evidence of Continued Professional Development
- Understanding of the complexities of multi-disciplinary and multi-agency working
- A non-judgmental and compassionate approach
- Excellent communication skills
- Existing line management experience and student nurse mentorship
- Understanding of clinical governance, health and safety, QOF, EBP and national standards
- Good IT skills and IT literacy
- 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 being committed to self-development
- Patient centred values



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.

Prison Vetting - a HMPPS (Her Majesties Prison and Probation Service) clearance is required for this role in accordance with Ministry of Justice, plus local prison vetting.

Education and Training - continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.