

**Agenda for Change: Job Description**

<b>Post Title:</b>	<b>Staff Nurse &amp; Clinical Doctoral Fellow</b>
<b>Directorate/Department:</b>	Relevant Trust care group e.g. cancer care Faculty of Health Sciences, University of Southampton
<b>Grade:</b>	AfC Band 5
<b>Hours Per Week:</b>	Full time 0.5 WTE Trust & 0.5 WTE University of Southampton
<b>Accountable to:</b>	Trust: Senior Nurse University: MPhil/PhD programme director
<b>Accountable for:</b>	Own professional actions
<b>Main Purpose:</b>	To develop programmes of care/clinical packages. To assess, plan, implement and evaluate clinical care of patients. To provide clinical supervision to other staff and students To register for a PhD and pursue a doctoral training programme To develop and execute own doctoral research study under supervision that contributes to activity of particular Research Group.
<b>Key Working Relationships:</b>	Senior nurse with designated responsibility for patient group Matron(s), nurse team managers and specialist nurses involved in managing the care of patient group Corporate lead with responsibility for nurse, midwife and allied health professional research Relevant Professor(s) and other senior academics with expertise in chosen area of research (University) Relevant Head of Research Group (University) Director of Post Graduate Research (University)
<b>General Duties:</b>	<b>Primary Responsibilities and Activities</b> <b><u>Clinical Practice</u></b> <ol style="list-style-type: none"><li>1. Holistically assess and identify health and psychosocial needs of individual patients, and plan programmes of care to meet these needs, in partnership with patients, family caregivers and colleagues.</li><li>2. Deliver knowledgeable nursing care to patients in agreed practice settings, working as part of nursing teams and in partnership with ward and departmental clinical leaders.</li><li>3. Provide appropriate information and education to patients and their families to promote health and encourage self-management and participation in planned programme of treatment and care.</li><li>4. Use communication skills to provide and receive complex, sensitive, and potentially distressing information to patients and carers, and provide them with advice and emotional support.</li><li>5. Maintain adequate patient documentation to NMC/HCPC requirements for all patients seen and advice given in any practice setting and collate and record clinical activity/data collection as required.</li></ol> <b><u>Leadership and Management for Effective Care</u></b> <ol style="list-style-type: none"><li>6. Synthesise coherently and effectively knowledge and expertise related to area of practice and follow local policies and procedures.</li></ol>

7. Work collaboratively and in partnership with other health care professionals, offering appropriate guidance and supervision to colleagues.
8. Be involved with others in planning and implementing standards of care, practice guidelines and where appropriate Integrated Care Pathways, and continually evaluate the quality of patient care.
9. Demonstrate and disseminate clinical practice developments, utilising research in the specialist area of practice to develop and deliver evidence-based care.
10. Facilitate change to promote practice development and service improvement/modernisation activities, in accordance with local and national service policy or guidance.
11. Contribute appropriately to clinical governance activities that relate to own area of practice and patient/client group.

#### **Working Across Professional and Organisational Boundaries**

12. Challenge professional and organisational boundaries in the interests of patients and clients and to improve health outcomes.
13. Work in collaboration with health and social care colleagues within the Trust and external primary and acute care providers to develop patient-centred pathways of care for smooth and timely referral, minimising delays and supporting shared care.

#### **Evaluation and Research**

14. Take an active role in the evaluation of the service and patient care, including patient safety, care effectiveness and care quality.
15. Use systematic reviewing skills to identify, critically appraise and synthesise in order to inform and develop practice in own area.
16. Identify gaps in evidence and / or practice knowledge that require resolution through research and initiate suitable research under supervision of more experienced colleague.
17. Plan, develop and implement an innovative research proposal under supervision
18. Sustain dissemination of research findings through contributing to the writing of publications for submission to professional and academic journals and presentation of research findings.
19. Support the translation of research findings and implementation of evidence-based practice within own practice setting.
20. Share good practice through creating positive opportunities to network locally, regionally and nationally and contribute to the wider development of specialist area of practice through publication and dissemination.
21. Collaborate on and develop original research with colleagues across the University/Trust interface.

#### **Developing Self and Others**

22. Be proactive in developing and improving own knowledge, skills and attitudes in structured ways, including clinical supervision, mentorship and participating in integrated Trust/University Individual Performance

Review.

23. Identify those interested in, and committed to, developing a clinical academic career and contribute to research development of clinical workforce.
24. Contribute to education, training and learning opportunities for healthcare professionals at undergraduate level in area of clinical practice both in classroom and clinically.

All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.

All clinical professionally regulated staff must abide by the codes of conduct issued by their respective regulatory bodies (e.g. NMC, GMC, HPC) and ensure that they maintain updated registration as required by the role.

**Health and Safety:**

Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare

**Infection Prevention and Decontamination of Equipment:**

All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.

**Child Protection/Safeguarding**

All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.

**Confidentiality**

All employees of University Hospital Southampton NHS Foundation Trust are reminded of the need to treat all information, particularly clinical and management information, as confidential.

**Any employee who wilfully disregards Trust and Departmental policies may be liable to serious disciplinary action including dismissal.**

This job description will be reviewed yearly as part of the annual individual performance review, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the postholder.

**Last Updated**

08 September 2016

**Agenda for Change: Job Description**

<b>Post Title:</b>	<b>Nurse specialist &amp; clinical research fellow</b>
<b>Directorate/Department:</b>	Relevant care group e.g. Cancer Care
<b>Grade:</b>	AfC Band 6 (ERE 4/5)
<b>Hours Per Week:</b>	0.5 WTE Trust & 0.5 WTE University of Southampton (substantive employer either Trust or university)
<b>Accountable to:</b>	Trust: Service line manager University: Head of relevant Research Group
<b>Accountable for</b>	Own professional actions
<b>Main Purpose:</b>	To assess, develop and implement specialist nursing care programmes and provide advice, education and support to patients and relatives in relation to defined patient/client group. To accept referrals to agreed criteria and manage caseload, co-ordinating treatment and care. To develop and carry out a plan to establish and maintain an area of post-doctoral personal research focus and build expertise. To contribute to the development and implementation of evidence based care pathways and interventions drawing on own specialist area of research, to maximise service effectiveness and enhance patient outcomes.
<b>Key Working Relationships:</b>	Consultants with designated responsibility for patient group Matron(s), lead specialist nurse, nurse team managers involved in managing the care of patient group Corporate lead with responsibility for nurse, midwife and allied health professional research Relevant Professor(s) and other senior academics with expertise in chosen area of research (University) Relevant Head of Research Group (University) Director of Researcher Development (University)
<b>General Duties:</b>	<b>Primary responsibilities and activities</b> <b><u>Clinical Practice</u></b> <ol style="list-style-type: none"><li>1. Establish contact with patients/carers from the time of initial referral to provide specialist nursing advice and practical and psychosocial support.</li><li>2. Holistically assess and identify health and psychosocial needs of individual patients, and plan programmes of care to meet these needs, in partnership with patients/carers and colleagues,</li><li>3. Manage a patient caseload, to agreed referral / discharge criteria, and act as 'key worker'.</li><li>4. Deliver knowledgeable nursing care to patients in agreed practice settings, working as part of nursing teams and in partnership with ward and departmental clinical leaders.</li><li>5. Communicate with patients in ways that empower them to make informed choices about their health and health care. Act as advocate</li></ol>

for individual patients and the client group.

6. Contribute to the provision of appropriate information and education to patients and their families to promote health and encourage self-care and participation in the planned programmes of treatment and care.
7. Use advanced communication skills to impart sensitive, complex and potentially distressing information to patients and carers, and provide them with advice and emotional support.
8. Maintain adequate patient documentation to NMC requirements for all patients seen and advice given in any practice setting and contribute to clinical activity/data collection as required.

#### **Management for Effective Care**

9. Synthesise coherently and effectively, knowledge and expertise related to the specific area of practice.
10. Work collaboratively and in partnership with other health care professionals, offering appropriate guidance and supervision to colleagues.
11. Be involved in planning and implementing standards of care, practice guidelines and where appropriate Integrated Care Pathways, and to continually evaluate the quality of patient care.
12. Contribute to the development of nurse-led initiatives for the benefit of the identified client group in relevant care settings, in conjunction with medical and nursing/AHP colleagues.
13. Demonstrate and disseminate clinical practice developments, utilising research in the specialist area of practice to develop and deliver evidence-based care.
14. Be proactive in supporting service change to enhance practice development and service improvement/modernisation activities, in accordance with local and national service policy or guidance.
15. Contribute appropriately to clinical governance activities that relate to own area of practice and patient/client group.

#### **Working Across Professional and Organisational Boundaries**

16. Challenge professional and organisational boundaries in the interest of patients and clients and to improve health outcomes.
17. Contribute to the development of protocols, documentation systems, standards, policies and clinical guidelines for others to use in practice.
18. Work in collaboration with health and social care colleagues within the Trust and external primary and acute care providers to develop patient-centred pathways of care for smooth and timely referral, minimising delays and supporting shared care.

#### **Evaluation and Research**

19. Assist in the evaluation of service and patient care, including patient satisfaction, selecting and applying a range of valid and reliable methods that are appropriate to needs and context
20. Identify gaps in evidence and / or practice knowledge that require resolution through research, and initiate or support research activities as appropriate.
21. Contribute to the development of research activities of relevant

research group and care group by developing and carrying out a plan to open up an area of personal research expertise, building on work completed as part of PhD

22. Undertake research under supervision in accordance with a specified project and as a research team member, including design and implementation and dissemination of research findings
23. Provide advice and mentorship to more junior clinical academic health professionals, contributing to the efforts to build capability and capacity
24. Contribute to writing bids for research grants, collaborating with colleagues across the University and Trust and with other institutions as appropriate, working to build research and clinical networks and engagement in emerging research programme
25. Regularly publish work in high impact refereed journals, disseminate findings at conferences and engage in other dissemination activities

**Developing Self and Others**

26. Contribute to education, training and learning opportunities for healthcare professionals at undergraduate and post graduate level in area of specialism, both in the classroom and clinically, and undertake supervision of higher degrees
27. Act as knowledgeable resource to colleagues and use appropriate opportunities to share knowledge with, and influence the practice of, others.
28. Be proactive in developing and improving own knowledge, skills and attitudes in structured ways, including accessing clinical supervision, mentorship and participating in an integrated Trust/University Individual Performance Review
29. Share good practice through creating positive opportunities to network

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All clinical professionally regulated staff must abide by the codes of conduct issued by their respective regulatory bodies (e.g. NMC, GMC, HPC) and ensure that they maintain updated registration as required by the role.

**Health and Safety:**

Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare

**Infection Prevention and Decontamination of Equipment:**

All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.

**Child Protection/Safeguarding**

All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.

**Confidentiality**

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This job description will be reviewed yearly as part of the annual individual performance review, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the postholder.

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**Agenda for Change: Job Description**

<b>Post Title:</b>	<b>Lead specialist nurse &amp; clinical senior research fellow or clinical lecturer</b>
<b>Directorate/Department:</b>	Relevant care group e.g. Cancer Care
<b>Grade:</b>	AfC Band 7 (University ERE 5)
<b>Hours Per Week:</b>	0.5 WTE Trust & 0.5 WTE University of Southampton (substantive employer either Trust or University)
<b>Accountable to:</b>	Trust: Service line manager, Lead Matron/Lead Nurse, Designated Medical Lead University: Head of relevant Research Group
<b>Accountable for:</b>	Own professional actions Management, professional and research leadership and training for junior team members
<b>Main Purpose:</b>	To assess plan and implement specialist nursing care programmes and provide specialist advice, education and support to patients, relatives and other healthcare professionals. To act in capacity of lead specialist, taking primary responsibility for provision of specialist nursing for defined patient/client group Have oversight of, and responsibility for, overall management of nursing service, leading change in nurse-led care initiatives using research findings to inform, develop and improve care pathways. To develop and sustain a focussed personal research programme directly aligned with specialist area, and supervise the work of more junior researchers.
<b>Key Working Relationships:</b>	Consultant(s) with designated responsibility for patient group Matron(s), nurse consultant(s), nurse team managers and specialist nurses involved in managing the care of patient group Corporate lead with responsibility for nurse, midwife and allied health professional research Relevant Professor(s) and other senior academic with expertise in chosen area of research (University) Relevant Head of Research Group (University) Director of Researcher Development (University)
<b>General Duties:</b>	<b>Primary responsibilities and activities</b> <u><b>Clinical Practice</b></u> 1 Practice at an advanced level to provide in-depth knowledge of the relevant care pathway and complex needs of the patient group 2 Take responsibility for the initial contact with patients/carers from the time of referral to provide specialist nursing advice and practical and psychosocial support. 3 Holistically assess and identify complex health and psychosocial needs of individual patients, and plan programmes of care to meet these needs, in partnership with patients, family caregivers and colleagues. 4 Manage a patient caseload, to agreed referral/discharge criteria, and act



as 'key worker' .Effectively working in partnership with other professionals and referring patients to other practitioners as required.

- 5 Deliver knowledgeable nursing care to patients in agreed practice settings, working as part of nursing teams and in partnership with ward and departmental clinical leaders.
- 6 Provide appropriate information and education to patients and their families to promote health and encourage self-management and participation in planned programme of treatment and care.
- 7 Use advanced communication skills to impart sensitive, complex and potentially distressing information to patients and carers, and provide them with advice and emotional support.
- 8 Maintain adequate patient documentation to NMC requirements for all patients seen and advice given in any practice setting and collate and record clinical activity/data collection as required.
- 9 If registered as an independent prescriber, prescribe medication as appropriate according to your code of practice, legislation and Trust Policy.

#### **Leadership and Management for Effective Care**

- 10 Synthesise coherently and effectively knowledge and expertise related to the specific area of practice, leading on the development and updating of local policies and procedures.
- 11 Manage the service, in collaboration with the multidisciplinary team, Care Group management teams and in support of Trust objectives.
- 12 Work collaboratively and in partnership with other health care professionals, offering appropriate guidance and supervision to colleagues.
- 13 Be involved in planning and implementing standards of care, practice guidelines and where appropriate Integrated Care Pathways, and continually evaluate the quality of patient care.
- 14 Lead and develop nurse-led initiatives for the benefit of the identified client group in relevant care settings, in conjunction with medical and nursing/AHP colleagues.
- 15 Demonstrate and disseminate clinical practice developments, utilising research in the specialist area of practice to develop and deliver evidence-based care.
- 16 Facilitate change to promote practice development and service improvement/modernisation activities, in accordance with local and national service policy or guidance.
- 17 Contribute appropriately to clinical governance activities that relate to own area of practice and patient/client group.
- 18 Evaluate the role and service and produce an annual report and written strategy for the development of the service for the following year.

#### **Working Across Professional and Organisational Boundaries**

- 19 Challenge professional and organisational boundaries in the interests of patients and clients and to improve health outcomes.
- 20 Develop protocols, documentation systems, standards, policies and clinical guidelines for others to use in practice.
- 21 Work in collaboration with health and social care colleagues within the Trust and external primary and acute care providers to develop patient-centred pathways of care for smooth and timely referral, minimising delays and supporting shared care.

#### **Evaluation and Research**

- 22 Take an active lead in the evaluation of the service and patient care, including patient safety, care effectiveness and care quality, selecting and applying a range of valid and reliable methods appropriate to needs and context.
- 23 Critically appraise and synthesise the outcomes of relevant research, evaluations and audits and act on this information in collaboration with colleagues to continually develop the service.
- 24 Identify gaps in evidence and / or practice knowledge that require resolution through research, and initiate suitable research.
- 25 Contribute to development of research activities of relevant University based research group by sustaining personal research plan, begin to act in capacity of Chief Investigator, working to establish a national and increasingly international reputation for research.
- 26 Plan and develop innovative research proposals and projects, either as self-contained projects or part of a larger programme of work.
- 27 Plan and deliver high quality research, managing all aspects of research activity, assuming responsibility for supervising and taking responsibility for more junior members of a research team.
- 28 Proactively identify sources of research funding and contribute to process of securing funds through bids and growing reputation.
- 29 Sustain dissemination of research findings through leading the writing of publications for submission to high impact journals and presentation of research findings and develop strategies for knowledge translation and enhancing the impact of research.
- 30 Share good practice through creating positive opportunities to network locally, regionally and nationally and contribute to the wider development of specialist area of practice through publication and dissemination.
- 31 Collaborate on and develop original research with colleagues in other institutions.

#### **Developing Self and Others**

- 32 Assess the training and development needs of colleagues and use appropriate strategies to share specialist knowledge and influence the practice of others.
- 33 Identify, support and mentor those interested in and committed to

developing a clinical academic career and contribute to research development of clinical workforce.

- 34 Contribute to education, training and learning opportunities for healthcare professionals at undergraduate and postgraduate level in area of specialism, both in classroom and clinically, and undertake supervision of higher degrees.
- 35 Be proactive in developing and improving own knowledge, skills and attitudes in structured ways, including clinical supervision, mentorship and participating in integrated Trust/University Individual Performance Review.

All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.

All clinical professionally regulated staff must abide by the codes of conduct issued by their respective regulatory bodies (e.g. NMC, GMC, HPC) and ensure that they maintain updated registration as required by the role.

**Health and Safety:** Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare

**Infection Prevention and Decontamination of Equipment:** All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.

**Child Protection/Safeguarding** All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.

**Confidentiality** All employees of University Hospital Southampton NHS Foundation Trust are reminded of the need to treat all information, particularly clinical and management information, as confidential.

**Any employee who wilfully disregards Trust and Departmental policies may be liable to serious disciplinary action including dismissal.**

This job description will be reviewed yearly as part of the annual individual performance review, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the postholder.

**Last Updated** 08 September 2016

**Agenda for Change: Job Description**

<b>Post Title:</b>	<b>Nurse Consultant &amp; clinical principal research fellow or senior clinical lecturer</b>
<b>Directorate/Department:</b>	Relevant care group e.g. Cancer Care
<b>Grade:</b>	AfC Band 8a, b or c (University ERE 6)
<b>Hours Per Week:</b>	0.5 WTE Trust & 0.5 WTE University of Southampton (substantive employer either Trust or University)
<b>Accountable to:</b>	Trust: Divisional Head of Nursing, Designated Medical Lead University: Head of relevant Research Group
<b>Accountable for:</b>	Own professional actions Management, professional and research leadership and training for junior team members
<b>Main Purpose:</b>	Lead development, delivery and evaluation of patient focussed, supportive nursing care for client group Assess, plan and implement highly specialised programmes of care and provide specialist advice, education and support to patients, relatives and other healthcare professionals. Lead change in clinical practice through development and implementation of nurse-led care initiatives using research findings to inform, develop and improve care pathways Work collaboratively with speciality clinicians and other relevant staff in to strategically plan specialist service(s) Act as academic nursing lead for speciality, devising and implementing training and development programmes and sustaining strong links with education providers Design, plan and deliver programme of research directly aligned with specialist area, and supervise the work of more junior researchers and provide expertise and guidance on R&D across a Division.
<b>Key Working Relationships:</b>	Director and Associate Directors of Nursing, Matron(s), nurse team managers and specialist nurses involved in managing the care of patient group Consultant(s) with designated responsibility for patient group Corporate lead with responsibility for nurse, midwife and allied health professional research Relevant Professor(s) and other senior academics with expertise in chosen area of research (University) Relevant Head of Research Group (University) Director of Researcher Development (University)
<b>General Duties:</b>	<b>Primary responsibilities and activities</b> <b><u>Clinical Practice</u></b> <ol style="list-style-type: none"><li>1 Practice at an advanced level, exercising a high degree of personal autonomy in managing the complex needs of a specific patient group</li><li>2 Take responsibility for initial contact with patients/carers from the time of referral to provide specialist nursing advice and practical and psychosocial support.</li></ol>

- 3 Holistically assess and identify complex health and psychosocial needs of individual patients, and plan programmes of care to meet these needs, in partnership with patients, family caregivers and colleagues.
- 4 Establish and sustain nurse led clinics/services and carry a patient caseload as appropriate, to agreed referral/discharge criteria. Effectively work in partnership with other professionals and make direct referrals to other practitioners as required.
- 5 Deliver knowledgeable nursing care to patients in agreed practice settings, lead nursing teams and work in partnership with ward and departmental clinical leaders.
- 6 Provide appropriate information and education to patients and their families to promote health and encourage self-management and participation in planned programme of treatment and care.
- 7 As an expert practitioner act as a resource point for all nurses and other members of relevant multidisciplinary teams
- 8 Use highly advanced communication skills to impart sensitive, complex and potentially distressing information to patients and carers, and provide them with advice and emotional support.
- 9 Maintain adequate patient documentation to NMC requirements for all patients seen and advice given in any practice setting and collate and record clinical activity/data collection as required.
- 10 If registered as an independent prescriber, prescribe medication as appropriate according to your code of practice, legislation and Trust Policy.

#### **Leadership and Management for Effective Care**

- 11 Be at the forefront of leading innovative practice, inspiring colleagues to implement practice change
- 12 Lead evidence-based service transformation and play key role in implementing policy initiatives to improve care and outcomes of patient group
- 13 Act as a change agent by influencing and motivating colleagues to fulfill their potential
- 14 Contribute to effective clinical decision making through involvement in clinical audit, risk management and clinical governance
- 15 Participate in business and service development processes by providing specialty focus
- 16 Contribute to the development and implementation of the Trust nursing strategy, with particular emphasis on research and development

#### **Working Across Professional and Organisational Boundaries**

- 17 Develop and sustain external networks and represent the Trust and University at a national level in driving forward professional nursing agenda at appropriate forums.
- 18 Provide professional nursing consultancy advice in area of expertise to

local healthcare economy

- 19 Develop and sustain co-ordinated and comprehensive links throughout the Trust and with local NHS providers to develop standards, guidelines and share good practice in area of specialism
- 20 Promote cross boundary working practices and inter-agency working, to enable continuity of care for patient group
- 21 Share knowledge of development and initiatives to improve and influence at the level of the local health economy, as well as regionally and nationally

#### **Evaluation and Research**

- 22 Lead major evaluations of service and patient care, including patient safety, care effectiveness and care quality, selecting and applying a range of valid and reliable methods appropriate to needs and context.
- 23 Lead activities to evaluate and translate research findings into practice.
- 24 Lead the identification of organisational research priorities in sphere of practice and initiate proposal development
- 25 Act as principal investigator on major projects, taking responsibility for defining original research questions and objectives
- 26 Develop and sustain reputation in the UK and internationally through conduct of high quality original research work
- 27 Lead increasingly large bids for research funding in an area of recognised excellence across the University and Trust
- 28 Plan and deliver a high quality programme of research, setting up and managing resources needed to deliver the plan and managing all aspects of research activity
- 29 Contribute to development of research strategy of relevant Faculty and develop and implement an annual research plan consistent with Trust R&D strategy
- 30 Provide expert advice and subject leadership, assuming responsibility for supervising an increasing number of early and mid-career researchers.
- 31 Sustain dissemination of research findings through leading the writing of publications for submission in internationally recognised journals of repute and presentation of research findings
- 32 Lead the development of strategies for knowledge translation and enhancing the impact of research in subject area.
- 33 Share good practice through creating positive opportunities to network locally, regionally, nationally and contribute to the wider development of specialist area of practice through publication and dissemination.

#### **Developing Self and Others**

- 34 Assess the training and development needs of colleagues and use appropriate strategies to share specialist knowledge and influence the practice of others.



- 35 Advise the Trust on education and training needs regarding speciality care. Provide an academic lead for nursing within the speciality for education purposes, sustaining links with education providers.
- 36 Take the lead in developing education programmes to meet speciality/service development needs
- 37 Identify, support and mentor those interested in and committed to developing a clinical academic career and contribute to research development of clinical workforce.
- 38 Contribute to education, training and learning opportunities for healthcare professionals at undergraduate and postgraduate level in area of specialism, both in classroom and clinically, and undertake supervision of higher degrees.
- 39 Be proactive in developing and improving own knowledge, skills and attitudes in structured ways, including clinical supervision, mentorship and participating in 360 feedback and integrated Trust/University Individual Performance Review.

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All clinical professionally regulated staff must abide by the codes of conduct issued by their respective regulatory bodies (e.g. NMC, GMC, HPC) and ensure that they maintain updated registration as required by the role.

**Health and Safety:**

Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare

**Infection Prevention and Decontamination of Equipment:**

All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.

**Child Protection/Safeguarding**

All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.

**Confidentiality**

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This job description will be reviewed yearly as part of the annual individual performance review, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the post-holder.

**Last Updated**

08 September 2016



**Agenda for Change: Job Description**

<b>Post Title:</b>	<b>Clinical Professor</b>
<b>Directorate/Department:</b>	Relevant care group e.g. Cancer Care & Trust Executive
<b>Grade:</b>	AfC Band 8d, 9 (University ERE7)
<b>Hours Per Week:</b>	0.5 WTE Trust & 0.5 WTE University of Southampton (substantive employer either Trust or University)
<b>Accountable to:</b>	Trust: Director of Nursing University: Dean of relevant Faculty
<b>Accountable for:</b>	Own professional actions Research leadership of nurse, midwife and allied health professional clinical academic staff Managerial leadership of research team(s) Professional leadership of nurses in chosen specialist area of practice
<b>Main Purpose:</b>	Assess, plan and implement highly specialised programmes of care and provide specialist advice, education and support to patients, relatives and other healthcare professionals. Lead change in clinical practice through development and implementation of multi-professional care initiatives using research findings to inform, develop and improve care pathways Contribute to the senior nursing leadership of clinical excellence in a specified service Design, plan and deliver programme of research directly aligned with specialist area, supervising work of research team Lead nursing and AHP input into the Trust R&D strategy, acting as the strategic lead and expert for nursing and AHP related aspects of research within the Trust Develop clinical academic leadership capacity of nurses and allied health professionals across the Trust Contribute to the Trust' nursing strategy, with a specific responsibility for development and delivery of aspects related to R&D
<b>Key Working Relationships:</b>	Deputy & Associate Director(s) of Nursing Divisional Heads of Nursing Matron(s), Nurse Consultant(s) and specialist nurse(s) involved in managing care of relevant patient group Nurse, midwife and allied health professional clinical academics Director of R&D Senior academics with expertise in chosen area of research (University) Professorial colleagues, Heads of Research Group, Directors of Education (University)
<b>General Duties:</b>	<b>Primary responsibilities and activities</b> <b><u>Clinical Practice [adjust dependent on sphere and nature of practice of individual - this particular description assumes a caseload. A different description if a Head of Nursing or Deputy/ Associate Director would be required]</u></b>  1 Practice at an advanced level, exercising a high degree of personal

autonomy in managing the complex needs of a specific patient group

- 2 Take responsibility for initial contact with patients/carers from the time of referral to provide specialist nursing advice and practical and psychosocial support.
- 3 Holistically assess and identify complex health and psychosocial needs of individual patients, and plan programmes of care to meet these needs, in partnership with patients, family caregivers and colleagues.
- 4 Establish and sustain nurse led clinics/services and carry a patient caseload as appropriate, to agreed referral/discharge criteria. Effectively work in partnership with other professionals and make direct referrals to other practitioners as required.
- 5 Deliver knowledgeable nursing care to patients in agreed practice settings, working as part of nursing teams and in partnership with ward and departmental clinical leaders.
- 6 Provide appropriate information and education to patients and their families to promote health and encourage self-management and participation in planned programme of treatment and care.
- 7 As an expert practitioner act as a resource point for all nurses and other members of relevant multidisciplinary teams
- 8 Use advanced communication skills to impart sensitive, complex and potentially distressing information to patients and carers, and provide them with advice and emotional support.
- 9 Maintain adequate patient documentation to NMC requirements for all patients seen and advice given in any practice setting and collate and record clinical activity/data collection as required.
- 10 If registered as an independent prescriber, prescribe medication as appropriate according to your code of practice, legislation and Trust Policy.

#### **Leadership and Management for Effective Care**

- 11 Be at the forefront of leading innovative practice, inspiring colleagues to implement practice change
- 12 Lead evidence-based service transformation and play key role in implementing policy initiatives to improve care and outcomes of a specific patient group
- 13 Act as a change agent by influencing and motivating colleagues to fulfill their potential
- 14 Directly lead the development of Trust strategy for clinical research for nursing, midwifery and the allied health professions ensuring it is consistent, where appropriate, with University
- 15 Deliver a specific corporate programme of work for nursing, midwifery and the health professions
- 16 Contribute to the development and review of Trust strategy in collaboration with corporate nursing and R&D, paying special attention to research-related and knowledge translation aspects

- 17 Act as leading expert, having been recognised as an outstanding authority in particular subject, including government, healthcare organisations, non- governmental organisations and industry

#### **Working across Professional and Organisational Boundaries**

- 18 Develop and sustain external research and practice networks and represent the Trust and University at a national and international level in order to enhance reputation of both organisations.
- 19 Provide professional nursing consultancy advice in area of expertise to local and national healthcare economy
- 20 Share knowledge of developments and initiatives to improve and influence at the level of the local health economy, as well as regionally and nationally

#### **Evaluation and Research**

- 21 Make a significant contribution to the development, co-ordination and implementation of research & development activities and policies, especially Trust strategy for non-medical research
- 22 Plan and lead large scale research bids of outstanding quality and international repute in a subject area of strategic importance to the University and Trust
- 23 Develop and make a leading contribution to collaborative research partnerships with other higher education institutions or other external partners
- 24 Act as principal investigator on major, multi-site, multi-institutional projects that together form a coherent programme of research, taking responsibility for all aspects of design, execution and impact of the programme
- 25 Lead teams of research staff and resource management processes and budgets necessary to deliver research plans
- 26 Disseminate and explain research findings through leading authorship of peer reviewed internationally well regarded publications and delivering invited presentations at scientific meetings of significance
- 27 Provide expert advice and subject leadership, assuming responsibility for supervising teams of early and mid-career researchers.
- 28 Lead the development of strategies for knowledge translation, dissemination and enhancing the impact of research in subject area locally, nationally and internationally, including academic and professional publications.
- 29 Undertake activities that sustain and enhance research reputation in the UK and globally through conduct of high quality, novel programmes of research.

#### **Developing Self and Others**

- 30 Assess the research training and development needs of healthcare professionals in the Trust and work in close collaboration with corporate education & Training lead and partner HEI(s) to develop and implement

strategy to meet these needs.

- 31 Identify, support and coach those interested in, and committed to, developing a clinical academic career and other senior healthcare professionals.
- 32 Contribute to education, training and learning opportunities for healthcare professionals at undergraduate and postgraduate level in area of specialism, both in classroom and clinically, and undertake supervision of higher degrees.
- 33 Be proactive in developing and improving own knowledge, skills and attitudes in structured ways, including clinical supervision, mentorship and participating in 360 feedback and integrated Trust/University Individual Performance Review.

All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.

All clinical professionally regulated staff must abide by the codes of conduct issued by their respective regulatory bodies (e.g. NMC, GMC, HPC) and ensure that they maintain updated registration as required by the role.

<b>Health and Safety:</b>	Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare
<b>Infection Prevention and Decontamination of Equipment:</b>	All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.
<b>Child Protection/Safeguarding</b>	All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.
<b>Confidentiality</b>	All employees of University Hospital Southampton NHS Foundation Trust are reminded of the need to treat all information, particularly clinical and management information, as confidential.  <b>Any employee who wilfully disregards Trust and Departmental policies may be liable to serious disciplinary action including dismissal.</b>  This job description will be reviewed yearly as part of the annual individual performance review, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the postholder.
<b>Last Updated</b>	08 September 2016

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