

**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