

Agenda for Change: Job Description

Post Title:	Nurse specialist & clinical research fellow
Directorate/Department:	Relevant care group e.g. Cancer Care
Grade:	AfC Band 6 (ERE 4/5)
Hours Per Week:	0.5 WTE Trust & 0.5 WTE University of Southampton (substantive employer either Trust or university)
Accountable to:	Trust: Service line manager University: Head of relevant Research Group
Accountable for	Own professional actions
Main Purpose:	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.
Key Working Relationships:	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)
General Duties:	Primary responsibilities and activities <u>Clinical Practice</u> <ol style="list-style-type: none">1. Establish contact with patients/carers from the time of initial referral to provide specialist nursing advice and practical and psychosocial support.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,3. Manage a patient caseload, to agreed referral / discharge criteria, and act as 'key worker'.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.5. Communicate with patients in ways that empower them to make informed choices about their health and health care. Act as advocate

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

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

XX Month Year

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