

Agenda for Change: Job Description

Post Title:	Lead specialist nurse & clinical senior research fellow or clinical lecturer
Directorate/Department:	Relevant care group e.g. Cancer Care
Grade:	AfC Band 7 (University ERE 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, Lead Matron/Lead Nurse, Designated Medical Lead University: Head of relevant Research Group
Accountable for:	Own professional actions Management, professional and research leadership and training for junior team members
Main Purpose:	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.
Key Working Relationships:	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)
General Duties:	Primary responsibilities and activities <u>Clinical Practice</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