

**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>	<p>Lead development, delivery and evaluation of patient focussed, supportive nursing care for client group</p> <p>Assess, plan and implement highly specialised programmes of care and provide specialist advice, education and support to patients, relatives and other healthcare professionals.</p> <p>Lead change in clinical practice through development and implementation of nurse-led care initiatives using research findings to inform, develop and improve care pathways</p> <p>Work collaboratively with speciality clinicians and other relevant staff in to strategically plan specialist service(s)</p> <p>Act as academic nursing lead for speciality, devising and implementing training and development programmes and sustaining strong links with education providers</p> <p>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&amp;D across a Division.</p>
<b>Key Working Relationships:</b>	<p>Director and Associate Directors of Nursing, Matron(s), nurse team managers and specialist nurses involved in managing the care of patient group</p> <p>Consultant(s) with designated responsibility for patient group</p> <p>Corporate lead with responsibility for nurse, midwife and allied health professional research</p> <p>Relevant Professor(s) and other senior academics with expertise in chosen area of research (University)</p> <p>Relevant Head of Research Group (University)</p> <p>Director of Researcher Development (University)</p>
<b>General Duties:</b>	<p><b>Primary responsibilities and activities</b></p> <p><b><u>Clinical Practice</u></b></p> <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.

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 post-holder.

**Last Updated**

08 September 2016