

## Nurse Consultant (NC)

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**Department:** Health and Community Services

**Section:**

**Reports to:** Lead Nurse / Chief Nurse

**JE Ref:** HCS1111

**Grade:** AfC:J NM08D

**JE Date:** 01/06/2022

### Job purpose

The Nurse Consultant [NC] practices independently and in collaboration with the multi-disciplinary team as an expert Advanced Practitioner who is responsible and accountable for the management of a complex patient caseload within a specialty. The post holder will employ a high degree of autonomy and recognised as an expert in their field.

The NC post is structured around the four core functions of Consultant Practice (Expert Practice, Strategic and Enabling Leadership, Learning, Developing and Improving and Research and Innovation).

The NC leads in providing comprehensive clinical assessment and diagnosis for the delivery of effective treatment for patients presenting with undifferentiated and undiagnosed health care problems. The NC will ensure a dynamic response to changing needs in their field of professional expertise, taking a professional lead in the establishment of an evidence based approach to practice and fostering a culture that contributes to the clinical governance agenda.

The NC will provide inspirational, high-level leadership and strategic direction and will be responsible for delivery of key performance indicators, development and implementation of service improvements and engaging with teams to ensure the best quality care is provided.

### Job specific outcomes – Main duties and responsibilities.

- The post holder will be an expert practitioner in assessment, diagnosis, and treatment and case management of their patient group employing a high degree of autonomy. The NC will manage a defined caseload, prioritise referrals, act on investigations and diagnosis appropriately, consider differential diagnosis and evaluate treatment plans applying advanced theoretical and practical knowledge derived from evidence, acknowledging patient choice, cost effectiveness and the social and environmental reality.
- Maintain and be responsible for their own caseload, which will include highly complex presentations requiring expert knowledge and formulation of treatment plans to achieve good clinical outcomes and patient experience.
- Consistently apply expert knowledge of clinical conditions and pathways to ensure patients are referred or sign-posted to the most appropriate practitioner or service.
- Undertake appropriate clinical assessment of patients prior to treatment, in terms of confirming treatment options and obtaining informed and written consent.

- Continue to develop their expert knowledge, skills and capabilities to ensure they are recognised as a clinical expert, to enhance individual reputation, as well as that of the department and organisation.
- Recognise and deal with highly complex clinical situations, recognising and initiating treatment in patients experiencing deterioration in their clinical condition. Communicate highly complex and sensitive information to patients at the appropriate level of understanding.
- Responsible for receiving and disseminating highly complex information to colleagues including in-patients and out-patients and therefore, the NC must be highly visible in the clinical area (at least 50% of time in clinical practice), providing both advisory and clinical input into patients care.
- Lead the development and implementation of a research strategy within the department, resulting in increased research activity and wider understanding of the department.
- Work with strategic partners and clinical leads to set local research priorities. Adopt an approach to integrate and disseminate information to support clinical practice.
- To disseminate research and best practice findings in the form of publications, presentations and posters to a national and international audience. To build strong relationships nationally and internationally with others specialist services to maximise sharing of best practice, knowledge, skills, training, techniques and research opportunities
- Direct and oversee the planning and implementation of programs, activities and competency standards for the education and training of colleagues consistent with the evidence base for multi-disciplinary teams and wider health care teams as appropriate.
- Demonstrate a portfolio of career-long learning, experience and education, to share knowledge and skills both within and outside the organisation.
- Actively promote the role of Nurse Consultants and Advanced Clinical Practitioners within the multi-disciplinary team, thereby supporting and mentoring trainee Nurse Consultants and advanced clinical practice staff to develop and achieve excellence within the four core domains of Nurse Consultant practice.
- Work alongside colleagues locally, regionally and nationally to provide professional and clinical leadership, acting as an expert resource whilst developing standards in their area of clinical expertise and advocating for service users at local, regional and national level. Shared values, courageously speaking up for service users and staff, listening to them, acting on what is important to them and supporting them in all situations.

### **Statutory responsibilities**

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role and amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

## Organisation chart

Insert an organisation chart showing this role and its line managers and reports (individual names must not be included only post titles)



**Person Specification**

**Specific to the role**

<b>ATTRIBUTES</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<p>Regulated Health Care Professional with current registration.</p> <p>Master's degree in Advanced Clinical Practice; the curricula must include the 4 pillars of Advanced Practice.</p> <p>Nationally accredited Independent Prescriber qualification with relevant regulator.</p> <p>Minimum 5 years' experience at senior level.</p> <p>Intermediate Life Support (ILS).</p> <p>Supervision / leadership / mentoring training or qualification.</p> <p>Demonstrable experience in clinical teaching.</p> <p>Evidence of recent and ongoing CPD within the relevant field of practice.</p> <p>Post-registration specialist training / course at Masters level.</p> <p>PhD / Doctoral level study e.g. traditional PhD, alternative route PhD, DNurse (complete or on the pathway).</p>	<p>Advanced Life Support (ALS).</p> <p>Recognised teaching qualification.</p>
<b>Knowledge</b>	<p>Knowledge of local and national healthcare agendas/strategy and policies and how they relate to the specific service.</p> <p>Understand the legal, ethical and professional responsibilities and accountability with regards to advanced level, autonomous practice.</p> <p>Significant post registration experience where autonomous working at senior, NC level has been acquired and is continually demonstrated in the speciality areas or related areas where advanced skills could be transferrable.</p>	

	<p>Knowledge and understanding of clinical and human factors in the delivery of safe healthcare practice.</p> <p>Highly developed advanced clinical knowledge and skills, underpinned by theory and experience.</p> <p>In depth service specific knowledge which underpins NC and advanced level practice.</p> <p>Expert knowledge of the governance and risk frameworks required to underpin the delivery of safe patient care with awareness and involvement with organisational activity.</p> <p>Experience of leading evidenced based service improvement and innovation through service/practice development initiatives, audit or research.</p> <p>Experience within and establishing service and business development.</p> <p>Experience, knowledge and leader of primary research with research design, methodology, data collection, data analysis, critique and dissemination of findings. Experience with and understanding around research ethics. Actively involved in research as leader and contributor.</p> <p>Develops care teams knowledge and skills to ensure continued improvements to the quality of patient-centred care services, whilst pushing the boundaries of nurse / AHP-led clinical practice. Ability to engage with people and motivate and support them to work to high standards.</p>	
<p><b>Technical / Work-based Skills</b></p>	<p>Calm under pressure, able to use initiative and make decisions.</p> <p>Excellent interpersonal /communication skills with a variety of media and at all levels. This includes the ability to communicate in difficult and challenging environments.</p> <p>Thorough and up to date knowledge of best practice, and the application of this practice.</p>	

	<p>Understanding and application of Regulated Code of Practice and requirements of it for the practice and behaviour of staff and self.</p> <p>Keyboard skills, skills required for professional practice.</p> <p>Holder of full driving licence.</p>	
<p><b>General Skills/Attributes</b></p>	<p>The individual should have the following personal attributes necessary to function effectively in senior and influential posts:</p> <ul style="list-style-type: none"> <li>• Confidence</li> <li>• Good interpersonal skills</li> <li>• Team player</li> <li>• Tactful and diplomatic</li> <li>• Integrity</li> <li>• Articulate</li> </ul> <p>Evidence of collaboration and co-operation with others in a team</p> <p>Evidence of the ability to hold a clear strategic vision and develop implementation plans</p> <p>Ability to work and communicate effectively within a multidisciplinary forum and with other professionals</p> <p>Ability to educate and inspire multi-professional audiences Ability to plan and organise complex programmes that may require urgent responses.</p> <p>A strong team player who can professionally lead and role model.</p> <p>Involvement in peer reviews or own practice and that of the team / other staff members where appropriate.</p> <p>Emotionally resilient and able to deliver news clearly and sympathetically to patients and carers.</p> <p>Possess a high level of interpersonal skills and ability to gain and sustain credibility with clinicians and managers.</p> <p>Possess political awareness – ability to perceive the impact of actions on the decisions and the actions of others.</p>	

	<p>Desire to succeed and make an impact on the quality of care and efficiency of services provided.</p> <p>Committed to contribute and achieve overall organisational performance with willingness to challenge practice / behaviours.</p> <p>Sets high standards and motivated to achieve these.</p>	
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<p><b>Experience</b></p>	<p>Significant post qualification working experience in order to have developed consolidated practice to lead the staff teams.</p> <p>A portfolio of career-long learning, experience and formal education.</p> <p>Experience of working in an autonomous practitioner role at a senior level with relevant clinical and management experience.</p> <p>Demonstrable experience of research and innovation.</p> <p>Substantial post-registration experience with relevant clinical field; recent senior experience in the field.</p> <p>A record of scholarship and publication.</p> <p>Experience of developing business cases/business planning.</p> <p>A track record of practice development and scholarship sufficient to have inspired recognition as an expert and innovator in the field.</p> <p>Evidence of effective leadership in a senior clinical position.</p>	<p>Clinical supervision /coaching skills.</p>
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	<p>Experience of implementing, managing and achieving changes in clinical practice.</p> <p>Demonstrable experience of developing staff and teams.</p> <p>Experience of designing and delivering training to colleagues at all levels.</p> <p>Audit and research experience (planning, undertaking, interpretation and acting on findings).</p> <p>Experience, knowledge and skills to consent patients for procedures specific to the role.</p> <p>Experience of working at a national level e.g. council / membership of professional bodies, attendance and presenting at scientific sessions.</p> <p>Can work at optimum level in complex, pressurised environments and motivated by demonstrating improvements.</p>	
<p><b>Criteria relating to Safeguarding</b></p>	<p>Applied knowledge, training and experience of safeguarding.</p>	

### Core Accountabilities, Attributes and Behaviour Indicators

**Delete as appropriate:**

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 4 core accountabilities attributes and behaviour indicators.



**This next section is for Job Evaluation purposes only (Please remove everything below this point when using the JD elsewhere e.g. for recruitment / consultation purposes)**

Additional job information

### **Specific to the role**

The following sections are included to ensure that a complete picture of the job can be gained for job evaluation purposes. The requirements of the job are summed up in the preceding sections; nothing in the following sections should sit at odds with the earlier information to word count for each element should be no more than 100 words. The Additional job information section will be removed once the job has been evaluated.

#### ***Communication and Relationships***

The post holder will receive highly complex, sensitive or contentious information to individuals - patients, families and staff. Needs to be able to display empathy especially at times of distress and will be required to impart same information to others in an appropriate way.

The post holder needs to be able to effectively counsel and support colleagues at times of difficulty, distress or challenge in order to ensure continued delivery of safe services.

Communicate effectively with key stakeholders this will require the post holder to have highly competent skills in negotiation, motivation, persuasion skills, presentation skills, and listening skills.

Communicate with clinical professional colleagues, politicians, the media, professional bodies, Jersey Care Commission and staff side organisations.

Positive working relationships are key to developing new services, managing existing services and safeguarding those in our care and requires key influencing skills.

Provides the professional advice and support to others in relation to professional and practice matters, ethical issues.

Ability to communicate with all levels of staff from Board to ward level using appropriate language

#### ***Analytical Skills***

Specific analysis and interpretation of service metrics and outcomes requiring specialist technical knowledge throughout every aspect of the patient journey through their care journey, to define efficiency and effectiveness of service areas.

Understand the complexities of clinical areas, multiple agency involvement alongside service user preferences.

Utilises highly developed knowledge of current nursing and professional issues to rapidly grasp the complexity of situations to determine underlying causes and identify appropriate solutions these may be multifaceted and there needs to be an ability to change if the situation alters.

The post holder will be required to present solutions in a rational and logical manner and may need to decide the cause of action autonomously.

Situations may be complex and sensitive, involve political agendas and may attract media attention, for example serious incidents requiring immediate action and decision making. Involvement in safeguarding cases, investigations and serious case reviews, representing maternity services, ability to participate in an objective and impartial way, drawing on evidence and practice from elsewhere.

The post holder will be required to investigate and analyse data relating to disciplinary investigations, complaints, serious incidents, safeguarding concerns making sure that appropriate action is taken and act where standards have been breached as appropriate to local policy.

Analysis of detailed reports, writing business cases, strategy, reading and answering emails.

### ***Planning & Organisation***

Planning skills required to align service provision with staff resource, considering large variability in patterns of working, such as rotas.

Ability to adapt or direct resource as required to fulfil service needs which are liable to constant fluctuation with service pressures.

Lead and contribute to regular operational meetings to ensure service delivery to all areas of care group and reduce areas of clinical and non-clinical risk, responding appropriately to changing organisational demands and priorities.

Ability to be responsive to changing organisational demands and priorities.

The post holder will be required to identify areas for improvements for the Care Group and produce high quality reports and business cases to support initiatives.

The post holder will be required to develop short, medium and long term plans for the Care Group.

The elements of the role will include, planning, organising and prioritising own and team workloads and deal well with uncertainty and interruptions which may disrupt their work plan and priorities due to the urgent requirement to respond.

### ***Physical Skills***

Standard keyboard usage. Use of medical equipment where appropriate e.g. ECG machine, defibrillator, perform cardioversion.

Able to demonstrate safe use of medical equipment.

May be required to travel to different sites around the island and off island when visiting, contributing to or leading on national policy, presentations, meetings and conference.

### ***Policy and Service Development***

Develops and implements policies in order to support organisation change and service delivery.

Developing and delivering patient engagement strategies in support of developing service improvements.

Ensure that clinical services are appropriately aligned with good practice.

Support the shaping and development of services within the care group through the delivery of a competent, flexible, motivated workforce.

Participate in driving and facilitating transformational change across HCS.

Will demonstrate a thorough knowledge of the guidelines of relevant regulatory Code, set by the regulatory body. The post holder is required to work within the Code.

### ***Financial and Physical Resources***

Effective budgetary management amongst the delegated budget holders to ensure that service provision is financially sustainable.

Promotes a culture of sustainability, cost effectiveness, value for money and budgetary control.

Operates within and ensures compliance with financial directions and other relevant standing orders.

Employs flexible and innovative use of resources to deliver improved outcomes. Leads effectively and manages any identified or allocated cost saving schemes and contributes to the overall HCS savings programme.

### ***People Management***

Manages staff in accordance with HR policies and procedures and will support staff to select and appoint with the necessary skills, and values.

Co-ordinate staff development and use the appraisal, performance review and revalidation to continually improve performance.

Ensure all team members are registered with the appropriate regulatory bodies including Jersey local registration and able to maintain their registration through appropriate revalidation.

Ensure that mandatory and statutory training is in place for staff in matters relating to infection prevention and control and that compliance is monitored.

Ensure that team mandatory and statutory requirements are met.

***Information Resources***

Responsible for maintaining own work records and records personally generated information.

Will be required to act as an investigator and oversee actions and improvements relating to infection prevention and control, relevant FOI requests, States Questions, Subject Access Requests.

Be competent in the use of healthcare software packages, and the information contained.

Be compliant with information governance.

***Freedom to Act***

Works autonomously under self-direction to ensure services are delivered to the professional standards expected to ensure patient safety.

Work independently to deliver to agreed timeframes.

Make balanced judgements based on all of the facts and information available.

Autonomously plan and organise a wide range of tasks, activities, clinical and non-clinical.

Responsible for maintaining own work records and records personally generated information.

***Physical Effort***

Is required to be highly visible in clinical areas – this includes, bending, lifting, leaning, moving beds, sitting, standing for long periods of time.

***Mental Effort and Concentration***

Ability to concentrate when being frequently and unpredictably interrupted by clinical staff with requests/problems.

Ability to concentrate on occasions for prolonged periods when working on detailed documents.

Be adaptable and cope with unpredictable changes to workload, remaining calm and approachable.

### ***Emotional Effort***

Must be able to deal with distressed relatives and patients on a daily basis.

Ability to deal with sometimes stressed staff working with critically ill patients.

Investigation of serious clinical incidents.

Dealing with sensitive patient information.

Communicating life changing events using specialist and complex information.

### ***Working Conditions***

Exposure unpleasant substances / non-household waste occasionally during ward visits.

Patient body fluids, vomit occasionally during ward visits.

Visits to homes of those who have used services or staff – these could be angry, distressed, aggressive, upset.

May be requested to support the service in the event of major incident.

### ***Any other information***

*Include any information that you believe is important to ensure that we have a sound understanding of the role that is not included anywhere else in the form.*

## **Organisational structure**

### **Date of Evaluation**

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<b>Post Number</b>	xxx
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<b>Post Band</b>	xxx
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