

## Clinical Nurse Specialist

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**Department:** Health & Community Services

**Section:** Care Group

**Reports to:** Lead Nurse

**JE Ref:** HCS1170.1

**Grade:** NM06

**JE Date:** 20/03/2023

### Job purpose

*A Clinical Nurse Specialist role is linked grade of NM05 & NM06. Clinical Nurse Specialists who are newly appointed into role and have no line management responsibility will be a grade NM05. NM06 Clinical Nurse Specialists will have line management responsibility and/or relevant experience in their role.*

A Clinical Nurse Specialist working autonomously as a highly specialist clinical resource demonstrating and providing a high level of clinical expertise in the delivery of care, advice, support, education, and deliver interventions to service users, their families, carers, staff and health care professionals.

Professionally and managerially responsible for the overall governance, quality and safety of service users within the specialist service. Working collaboratively within a multi-disciplinary team to ensure the delivery and promotion of evidence based practice, in line with both local and national guidelines.

A Clinical Nurse Specialist will have clinical practice, education, leadership, management and research responsibilities.

### Job specific outcomes

#### Clinical Practice

The Clinical Nurse Specialist will demonstrate a high degree of personal and professional autonomy and accountability by delivering specialised and person-centred holistic care. This will be delivered through advice, counselling, education, and interventions to service users, their families, carers and health care professionals.

Will manage own caseload and undertake comprehensive history taking and assessment, which may involve physical examination, enhanced observation, define care pathway or appropriately refer onwards if necessary. Responsibilities will also include follow up/change of care, evaluation, or discharge.

The Clinical Nurse Specialist will be an integral member of the multidisciplinary team and will work collaboratively in order to ensure a co-ordinated approach to person centred care, across the clinical pathway with timely onward referral to other professionals and agencies as appropriate.

Advanced communication skills are essential in order to impart sensitive, complex and potentially distressing information to service users, families and carers, providing them with advice and emotional support in hospital/community. Ensuring that service users understand the information provided to them, whilst overcoming any communication barriers. Thus empowering service users to make informed choices regarding their care pathways.

Advocate for service users and their families in treatment decisions and choices ensuring a holistic approach throughout their treatment. Ensuring the delivery of high quality clinical care and a good service user experience.

Regularly seek the views and experiences of those who use their services and ensure that the voice of service users informs service development and design.

### **Education**

Act as a role model, educator, supervisor and mentor seeking to instil and develop confidence in others.

Participate in supervision and keep up to date with professional development.

Continually develop practice in response to changing population service need, engaging in horizon scanning for future innovations to develop.

Leads on the development, delivery and evaluation of education and learning activities, specific to the area of expertise, internally and externally to the organisation as required.

Will be responsible for supporting the development of policy, implementation of clinical guidelines, standards, pathways and service development within the specialist area of nursing. This includes clinical responsibility to service and care group improvement initiatives.

### **Leadership & Management**

Lead new practice and service redesign solutions in response to feedback, evaluation and need.

Demonstrate team leadership, resilience and determination.

Provide professional and clinical advice to colleagues regarding practice and service improvement.

Evaluate practice through clinical audit, and participate in multi-disciplinary service and team evaluation, demonstrating the impact of specialist clinical practice on service function and effectiveness, and quality (e.g. outcomes of care, experience and safety).

Ensure appropriate safeguards are in place and advocate for the service users, communicating to appropriate agencies when there are any concerns regarding potential/actual risk to any service users or their dependents. (E.g. safeguarding, domestic violence, protection of the vulnerable adult/child, mental capacity and Significant Restriction of Liberty (SRoL)).

Participate in annual Performance, Review and Appraisal process ensuring that job plan is reviewed annually and demonstrates a balanced approach to clinical, administration and professional demands. Actively engage in peer review to inform own and other's practice, formulating and implementing strategies to act on learning and make improvements.

## Research & Audit

Utilise audit to actively engage, instigate and evaluate service provision. Work collaboratively with the multi-disciplinary team and service users to identify variances in service provision and to plan and implement improvements.

Benchmark service provision against national standards and guidelines (e.g. NICE and relevant specialities governing bodies). Providing an annual report on service outcomes referencing key performance indicators.

Critically appraise and synthesise the outcome of relevant research to underpin improvements in clinical practice

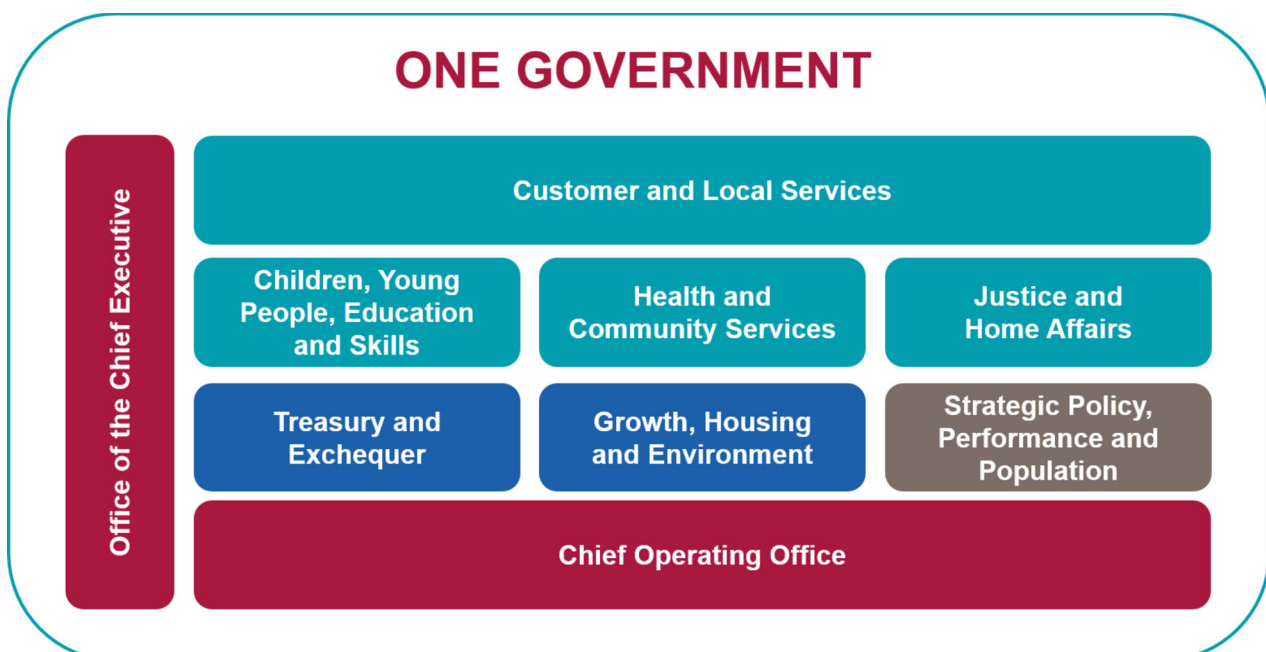
Identify, establish and ensure compliance to all legislative, HCS policy, procedures and professional practices, in line with professional regulatory and statutory requirements. Where appropriate ensure that staff are aware of their individual responsibilities relevant to professional 'Codes of Practice' including Nursing and Midwifery Council (NMC) and Jersey Care Commission (JCC), to enhance best practice. Support clinical teams to manage and promote the HCS quality agenda, to include JNAAS and other key evidence-based care standards.

## Statutory responsibilities

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

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

## Organisational structure



## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	<p>Regulated Nurse with current NMC registration.</p> <p>Profession Specific / Speciality Degree (or level 6 qualification) in Nursery equivalent.</p> <p>Recognised teaching qualification</p> <p>Working towards Masters (Level 7) professional qualification, relevant to speciality.</p> <p>Intermediate Life Support (ILS)</p>	<p>Masters level qualification in appropriate speciality</p> <p>Independent Prescribing Qualification (e.g. NMC v300)</p>
Knowledge	<p>Personal Portfolio demonstrates up-to date knowledge of clinical, managerial and educational aspects of contemporary practice, in line with revalidation standards. Follows the 4 Pillars of specialist practice:</p> <ul style="list-style-type: none"> <li>• Clinical Practice</li> <li>• Leadership</li> <li>• Education</li> <li>• Research</li> </ul> <p>Knowledge and understanding of clinical and human factors in the delivery of safe nursery practice.</p> <p>Expert level knowledge of the Governance and Risk frameworks required to underpin the delivery of safe service users care.</p>	<p>Knowledge of local and international nursing agendas/strategies relating to this specialist</p>
Technical / Work-based Skills	<p>Ability to engage with people and motivate and support them to work to high standards.</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</p>	

	<p>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 NMC 'The Code' and requirements of it for the practice and behaviour of staff and self.</p>	
General Skills/Attributes	<p>Competent IT and keyboard skills.</p> <p>High level reasoning skills and ability to problem solve.</p> <p>Organised with effective time management; adaptable and self-motivated.</p> <p>Ability to present effectively both verbally and in writing.</p> <p>A strong team player who can professionally lead and role model.</p>	
Experience	<p>Minimum 5 years' experience post qualifying as a nurse/ability to demonstrate required experience including evidence in leading a multi-professional team.</p> <p>Broad experience of engaging with patients, motivate and support them to high standards.</p> <p>Demonstrable knowledge of Safeguarding</p> <p>Evidence of leadership</p> <p>Experience of implementing, managing and achieving changes in clinical practice</p> <p>Demonstrates clinical outcome measures for service users Experienced in clinical governance , clinical audit and service users experience</p>	<p>Experience of conducting supervision sessions with staff.</p> <p>Evidence of experience in delivering training/Education to a broad range of professionals</p> <p>Experience of implementing, managing and achieving changes in clinical practice</p>

	Evidence of effective staff management and running a ward/area/department.	
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### **Core Accountabilities, Attributes and Behaviour Indicators**

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.