

## Lead Nurse

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**Department**

Health and Community Services (HCS)

**Division**

Group Managing Partner

**Reports to**Head of Care Group  
(Professionally to Deputy Chief Nurse)**Grade**

NM08

### Job purpose

The Lead Nurse is responsible for the effective strategic and operational management of the nursing workforce in the Care Group, ensuring the delivery of high quality patient services within the resources available.

Lead and drive nursing services in the Group with responsibility for developing strategies in line with the overall nursing strategy and modernisation of care programme.

### Job specific outcomes

1. Provide expert strategic and operational advice to the Head of Care Group on matters relating to the nursing/midwifery workforce to ensure best practice is embedded in provision.
2. Responsibility for the delivery of the nursing and midwifery strategy across the care group ensuring that all key objectives are incorporated into service plans and objectives for all staff.
3. Provide advice to stakeholders on all professional issues relating to nursing/midwifery within the care group to ensure that appropriate governance controls are in place in relation to professional regulation, supervision, and revalidation, ensuring a workforce that is fit to practice.
4. Lead the HCS agenda for nursing/midwifery across the care group ensuring the development of practice in line with care closer to home and local integration of services across Jersey's health system.
5. Develop the performance of direct reports to maintain a high quality workforce that underpins the strategic direction of the organisation and ensures effective delivery of high quality care.
6. Analyse standards of patient care through the implementation of continuous quality improvement initiatives, regular service evaluation and developments that involve patients/users of the service.

7. Provide clinical advice and expertise to ensure that best practice is promoted and delivered in order to reduce the risk to patients and that the safety of the patient journey is maximised.
8. Communicate national and local policies and initiatives that impact on patient and nursing care to ensure practice remains contemporary and within guidelines.
9. Embed assurance processes in relation to safety and quality to ensure high standards of care delivery are in place.
10. Ensure effective budgetary management amongst the delegated budget holders to ensure that service provision is financially sustainable.

### 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 <i>Please state the level of education and professional</i>	Registered with the NMC as a first level registered nurse/registered midwife	

<p><i>qualifications and / or specific occupational training required.</i></p>	<p>Degree (or level 6 qualification) in Nursing or Midwifery or equivalent.</p> <p>Masters level qualification in Nursing or Midwifery</p> <p>Management qualification or equivalent experience</p>	
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Highly developed specialist knowledge of nursing procedures underpinned by theory and experience.</p> <p>Advanced clinical knowledge and skills.</p> <p>Knowledge and experience of improving patient safety in health care provision.</p> <p>Expert practitioner in area of nursing / midwifery</p> <p>Candidates must display expert level knowledge of the Governance and Risk frameworks required to underpin the delivery of safe patient care.</p>	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Thorough and up to date knowledge of nursing / midwifery theory and best practice, and the application of this practice</p> <p>Understanding of NMC Code of Practice and requirements of it for the practice and behaviour of staff and self, and the midwives rules</p> <p>Keyboard skills, skills required for professional practice</p>	
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability</i></p>	<p>Ability to present effectively both verbally and in writing</p> <p>High level interpersonal and influencing skills</p>	

<p><i>to delegate, motivation or commitment etc.</i></p>	<p>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>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Significant post qualification working experience in order to have developed consolidated practice to lead the staff teams.</p> <p>Experience of working in an autonomous nursing/midwifery role.</p> <p>Experienced in all aspects of Safeguarding children and vulnerable adults</p> <p>Experience of working at a Senior Nurse or Midwife level and relevant clinical and management experience</p> <p>Experience of developing business cases/business planning</p> <p>Experience of implementing, managing and achieving changes in clinical practice</p> <p>Demonstrable experience of developing staff and teams</p> <p>Demonstrable experience of managing change effectively.</p> <p>Significant management, human resource and operational experience.</p> <p>Experience of designing and delivering training to colleagues at all levels</p>	

### 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.

## Organisation chart

