



Director of Nursing, AHP, Clinical Governance & Quality



Job Purpose

The Director of Nursing is the Executive Nurse in Health and Community Services and as such, the post holder has corporate responsibility for the strong and visible professional leadership of all Nursing / Midwifery staff and Allied Health Professionals together with the standard and quality of care delivered by those staff.

In partnership with the Medical Director, provide joint leadership for Clinical Governance, develop, implement and manage the governance framework, enabling Health and Community Services to measure and continually improve both clinical quality and controls assurance standards.

- To be the Nominated Executive for Infection Prevention and Control (DIPC)
- To be the Nominated Executive for Adult and Children Safeguarding
- To be the Nominated Executive lead for patient experience
- To be the Nominated Executive for Nursing and Midwifery Education
- To be the Nominated Registered Manager for the Jersey Care Commission for the Acute Hospital portfolio
- To work closely with the Chief Nursing, Midwifery and AHP advisors for the island

The details

Job title:	Director of Nursing, Allied Health Professions, Quality & Governance
Employment status:	Substantive
Reports to:	Chief Officer for Health and Community Services (Tom Walker)
Salary scale:	Tier 2 (competitive)

Job Specific Outcomes

As a member of the health leadership team, contribute to the overall strategic direction and leadership of the organisation. Together with colleagues, ensure that the organisation has appropriate strategies and management systems in place, paying particular regard to Nursing / Midwifery / Allied Health Professions and governance to provide assurance on the delivery of services in line with business plan objectives, relevant legislation, and service standards.

Provide strategic leadership for Nursing, Midwifery and AHP services, securing the support and commitment of staff and key stakeholders by providing expertise and understanding of current and future service issues. To provide corporate accountability for the strong and visible professional leadership of all nursing and midwifery staff, together with the standard and quality of care delivered by those staff.

Lead on clinical governance and clinical risk strategies ensuring the development and implementation of the Clinical Governance agenda, to include the incorporation of national standards, evidence based best practice and professional recommendations / legislation, as appropriate. Interpret national policy and standards relating to Governance giving consideration to legal frameworks and national bodies' guidelines. Assess their relevance to Health and Community Services in Jersey.

Lead on the quality improvement and regulation agenda, putting in place and leading on systems of quality monitoring and improvement and leading on the regulation agenda with the Jersey Care Commission.

Be responsible for all matters pertaining to litigation, information governance and the management of complaints. Identify legal and ethical implications for clinical practice, ensuring where necessary this is incorporated into the legal framework in Jersey, advising on the amendment of the Regulations within Jersey Law, for example, non-medical prescribing. To be the single point of contact for Health and Community Services with the States of Jersey Police on all criminal matters involving the Department.

Be responsible for leading patient experience and providing a system which is both patient /service user focused and responsive.

Act as the principal nursing expert, responsible for advising the Department of Health and Community Services on all matters relating to Nursing and Midwifery. Represent Health and Community Services on local, regional, and national Nursing, Midwifery, AHPs or related bodies. Act as the first point of contact and professional regulator to the Nursing and Midwifery Council (NMC) and Health and Care Professions Council (HCPC).

Alongside the Director of Workforce, develop and promote a positive employee relations climate through a strong but mature partnership with the recognised Unions representing Nursing, Midwives and AHPs and the staff side representatives set within the wider state's framework and requirements.

With the Workforce team ensure meaningful staff involvement through early engagement with change initiatives likely to affect the organisation and their members.

In partnership with the Director of Workforce, liaise with the States of Jersey Employment Relations team to ensure remuneration strategy supports the organization in attracting and retaining a high-performance Nursing, Midwifery & AHP workforce. Addressing strategic workforce issues and ensuring that workforce reform is embedded in system wide strategic planning and system reform plans.

Ensure that all Nurses, Midwives and AHPs employed by the Health and Community Services Department adhere to the Nursing and Midwifery Council (NMC) or The Health & Care Professions Council (HCPC) requirements within the Professional Code of Conduct, putting into place and ratifying systems, policies and procedures which facilitate and ensure compliance. To ensure that the deployment of the Nursing, Midwifery & AHP workforce meets the needs of patients undertaking regular reviews of establishments and skill mix.

Establish and maintain an effective system-wide planning infrastructure to enable operational delivery of reform and redesign by

ensuring departmental collaboration to effectively strengthen strategic planning and system reform.

Be responsible for the sourcing, commissioning and development of learning programs and educational workshops, with UK Universities and local educational institutions, on behalf of the organization which meet the learning needs of Nurses, Midwives, AHPs and Health Care Assistants, e.g. Clinical Leadership, Non-Medical Prescribing, etc. To ensure that the local provision of pre-registration (student nurse training) and post-registration education for nurses and midwives meets all the statutory requirements laid down by the NMC.

Be responsible for Health and Safety issues including statutory responsibilities, COSHH, fire prevention and liaison with the States of Jersey Fire Service, Health and Safety Inspectorate and representation of HSSD at appropriate meetings and committees in relation to Health and Safety.

Provide strategic leadership and oversight for safeguarding practices across the organisation, ensuring compliance with statutory safeguarding requirements, developing policies, and promoting a culture of safety and protection for vulnerable adults and children, in collaboration with multi-agency partners.

Provide strategic leadership and accountability for infection prevention and control across the organisation, ensuring adherence to national standards, developing policies, and driving initiatives to minimise healthcare-associated infections and promote patient safety.

To fulfil the following organisational roles:

- The Lead Executive Director for Safeguarding Children and Adults
- The Lead Executive Director Infection Prevention and Control (DIPC)
- The Nominated Registered Manager for the JCC regarding the acute Hospital portfolio
- The postholder may, with their agreement, which should not be withheld, be required to undertake other duties as required, which fall within the grading of this post, to meet the needs of this new and developing service
- The post holder is expected to take part in the HCS's director on-call rota

Statutory Responsibilities:

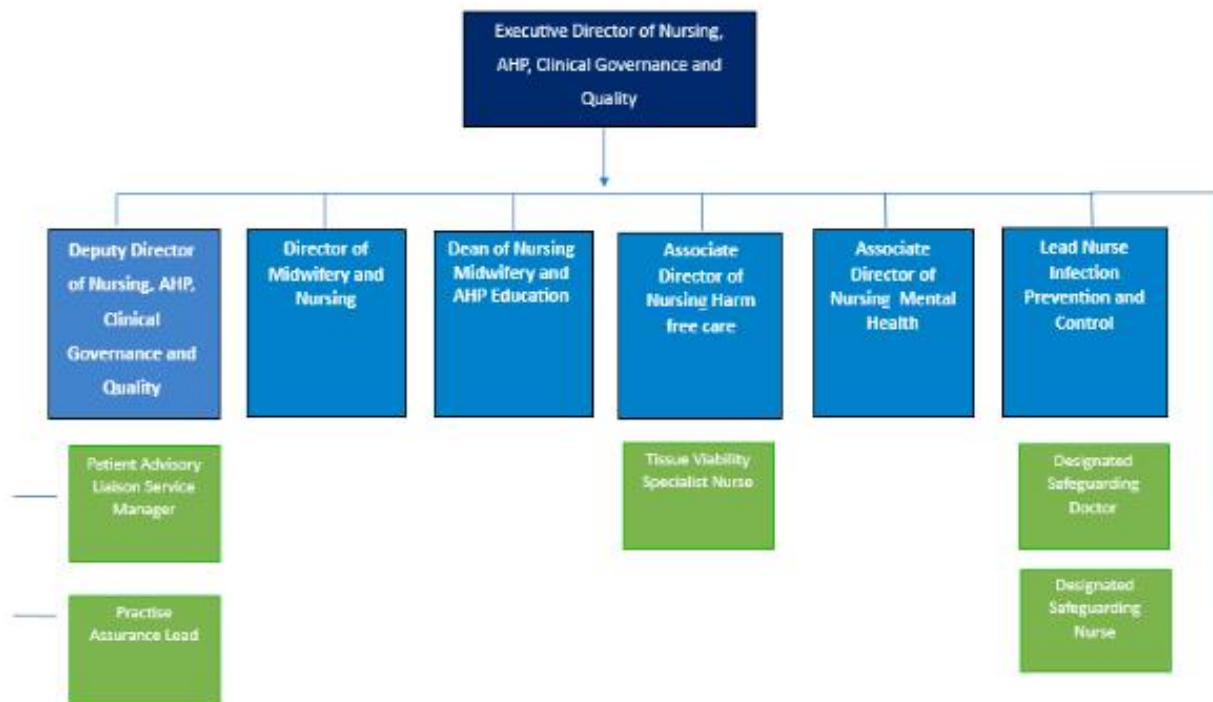
Active engagement, participation, and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder 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.

Services

- Nursing / Midwifery / Allied Health Professional lead
- Clinical Governance
- Professional Standards
- Quality assurance
- Policy and Practice
- Patient Experience
- Safeguarding
- Infection prevention and control
- JCC regulation

Organisation Structure



Core leadership accountabilities

Requirement	Essential
Ministerial relationships	Provide guidance and support to Ministers, translating their political visions and priorities into coherent initiatives that will deliver their intended outcomes.
Finance and performance	Be responsible for significant delegated budget and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates values for money and compliance with relevant policies and guidelines.
Corporate parent	Be responsible for providing the best possible care and safeguarding of children and vulnerable adults in the Island, by creating collaborative, efficient, and joined up public services where children and vulnerable adults can flourish in a healthy, safe educational and social environment.

Customer and Islanders	Ensure that there is a clear and consistent focus across the organisation and its partners on delivering inclusive and outstanding customer service experience to all customers and Islanders.
People management	Provide strong and inspirational leadership, promoting a culture of high performance, continuous improvement, innovation. Be responsible for optimising workforce capability, ensuring fair and transparent approaches talent management and resourcing decisions that promote diversity and inclusivity. Develop workforce plans that ensure the capability and capacity required to meet current and future business requirements.
Jersey Standard	To be responsible for creating the Jersey Standards. A performance and service excellence framework for the States of Jersey.
Partnership	Develop effective internal and external partnership and collaborative working to achieve the strategic vision of one island, one community, one government, one future. Act as a positive ambassador for the Island and the States of Jersey.
Governance, compliance and organisational reputation	Provide assurance that strategic decisions are being made in accordance with governance arrangements, relevant legislation with particular reference to Jersey Laws, statutory requirements and policy and operate within an acceptable level of risk. Lead by example and behave in accordance with the code of conduct, carrying out duties within profession good practice and legal standards.

Executive traits and behaviours

Make the right Impact	Inspires others, is visible, adaptive, authentic and engenders trust.
See things through	Demonstrates courage, takes responsibility, is resilient and tenacious.
Move at pace	Learns quickly, is curious, agile and innovative.
Make things happen	Thinks strategically, acts tactically, creates social value through commercial approach.

Creating conditions for success

Builds powerful relationships	Achieves through influence not control, promotes teamwork and partnership.
Builds and sustains effective alliances	Forges dynamic alliances with others to provide world class services.
Creates capability	Successfully leads team, realises potential, creating a learning environment where talent thrives.
Creates a successful team Jersey culture	Works corporately to create cohesion, breaks down silos and achieves through common goals.
Generate ambition	Sets the highest performance and ethical standards, holds people to account.
Delivers transformation	Articulates a clear vision, wins hearts and minds and takes balanced risks.

Government of Jersey's Core Value



WE ARE RESPECTFUL	WE ARE BETTER TOGETHER	WE ARE ALWAYS IMPROVING	WE ARE CUSTOMER FOCUSED	WE DELIVER
We care about people as individuals and show respect for their rights, views and feelings	We share knowledge and expertise, valuing the benefits of working together	We are continuously developing ourselves and our services to be the best they can be for Jersey	We are passionate about making Jersey a better place to live and work for everyone	We are proud of Jersey as a place and are passionate about shaping and delivering great public services

Person Specification

Registered First level Nurse / Midwife.

First Level Degree.

Master's Level Management / Clinical Qualification.

Evidence of previous Board Level experience.

Evidence of Strong Clinical Leadership resulting in high clinical standards.

Evidence of Leading across Nursing, Midwifery and AHPs.

Evidence of working across boundaries and developing productive partnership relationships

Evidence of leading and developing education and learning provision for a range of professions.

Understanding and appreciation of the political and governmental structure and legislative procedures, both in UK and in more depth in Jersey.

Experience in dealing with regulatory issues at a strategic level for all governance issues.

Ability to deal with professional issues at a strategic level with a high degree of literacy; ability to create logical, methodical reports; ability to work to tight deadlines and to deal with a broad and unpredictable workload and the ability to fully participate in Health and Community Services Department's Executive on call rota.

Extensive understanding of NHS and Governance agenda.

Substantial experience of leadership of a significant function and knowledge of contemporary Nursing, Midwifery and AHP issues.

Ability to manage a significant budget and allocate resources in the best interest of patient care.

Senior leadership specification

Demonstrate significant experience of working in a senior role in a political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders.

Demonstrate knowledge and understanding of the challenges that the States of Jersey faces, matched with an understanding of the policy and governance requirements for the department accountabilities within the role.

Demonstrate a proactive, credible and authoritative voice on behalf of the Island with evidence of successful lobbying of senior government figures and counterparts, and other influential stakeholders.

Ability to build and develop strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes.

Demonstrable history of leading, motivating and managing teams to achieve high performing and significant sustainable service improvements and outstanding results, within agreed budgets to meet agreed targets and strategic objectives, within an organisation of a comparable scope and complexity.

Experience of developing and sustaining a culture that meets the needs of and engages with customers and staff within an inclusive, open, and high-performing environment.

Demonstrable evidence of applying creative and business-like approaches to managing demand for services to deliver cost effective and efficient outcomes.

Demonstrate the capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner.

Qualified to degree level or equivalent qualification or relevant experience.