

HEALTH AND COMMUNITY SERVICES, JERSEY

JOB DESCRIPTION

GRADE 6B

JOB TITLE: Practice Development Nurse

REPORTS TO: Lead Nurse – Mental Health

PROFESSIONALLY ACCOUNTABLE TO: Associate Chief Nurse

ROLE PURPOSE:

The post holder will provide professional leadership and be accountable for the management and co-ordination of specific practice development initiatives in line with organisational priorities and care group specific objectives, in order to establish, develop and promote high standards of care within mental health. He/she will provide expert advice and guidance to a variety of inpatient and community multi-professional teams and promote high quality evidence based care.

ROLE CONTEXT:

This role involves supporting all practitioners in the provision of care, advice and guidance to patients, relatives and staff relating to service objectives in order to provide positive patient care outcomes. The post holder will establish, maintain and monitor care outcome and provide assurance metrics in line with Health & Community Services (HCS) quality agenda. The role will involve support all staff in performance including newly appointed staff, post qualification preceptorship programmes and support any education or training initiatives in line with professional and regulatory standards across a range of disciplines within acute and community settings.

KEY SKILLS, KNOWLEDGE AND EDUCATION

- 1ST Level Registered Nurse /Registered Midwife
- 5 years post qualifying experience including 3 years recent experience in specialty area
- Relevant post qualifying speciality award
- Teaching or Mentorship award/qualification
- Working towards 120 credits at Level 7 (Post Grad/Masters equivalent)

KEY ACCOUNTABILITIES

Professional Leadership

The post holder will demonstrate a thorough knowledge of the guidelines of the NMC Code (2015) and apply these to maintain trust and credibility with patients, carers and colleagues.

The post holder will demonstrate vision and provide professional leadership and accountability for a specialised service.

The post holder will keep fully up to date in developments within own professional discipline and maintain an awareness of developments in clinical and nursing/midwifery practice generally and will disseminate knowledge and experience to improve patient care.

The post holder will exercise leadership to support and inspire colleagues and provide expert advice and guidance to the multi-disciplinary team, employing change management skills as appropriate.

The post holder will balance clinical/educational responsibilities to maintain professional competence and sustain the authority of professional expertise.

The post holder will maintain a professional portfolio which demonstrates the continuing acquisition of skills, knowledge, attitudes, understanding and achievement.

Nursing/Midwifery Practice

The post holder will promote a culture of evidence based practice by contributing to developing and maintaining protocols, documentation, systems, key performance indicators, standards policies and guidelines consistent with the requirements of Clinical Governance.

The post holder will deliver a client based service demonstrating a high degree of personal and professional autonomy and provide individual patient/carers through all aspects of a treatment programme, providing a ready means of access and advice; and may be required to act in the capacity as an independent and supplementary prescriber.

The post holder will work at the forefront of practice innovation to enhance nursing practice and will challenge professional and organisational boundaries in the interest of patients and clients.

The post holder will ensure all principles of infection prevention and control are embedded within the ward/departmental area, will demonstrate effective infection prevention and challenge poor practice.

The post holder takes responsibility for the safeguarding and welfare of all children, adults and/or families within their care and contact. He/she shall be aware of and comply with all safeguarding policies and procedures

The post holder will show a keen appreciation of national and international standards and evaluate local practice against benchmarking characteristics of best practice in line with the Jersey Care & Accreditation System (JCAAS) and the overall quality assurance agenda.

Team Management, Building and Working

The post holder will create and maintain effective networks which are capable of facilitating complex cross boundary and inter-agency working.

The post holder will develop and maintain collaborative working relationships with other relevant professionals and disciplines, leading multi-disciplinary team as required.

The post holder will promote multi-disciplinary team working and demonstrate ability to maximise team ability, leading by example.

Resource Management

The post holder will create a “value for money” culture which encourages self-sufficiency and flexibility of working practices to provide the most cost effective care. The post holder will ensure the timely and accurate production of information and reports, using a range of IT skills.

Education, Training and Development

The post holder will disseminate clinical knowledge and expertise in specialty throughout the organisation.

He/she will actively develop and participate in Education, Training and Development Programmes and will utilise principles of teaching and learning in the education of patients, carers and colleagues.

The post holder will participate in Staff Induction Programmes and will assist junior staff to identify and meet their learning objectives.

The post holder will ensure allocation of time to staff to enable compliance with all HCS mandatory training including Infection Control.

Clinical Audit and Research

The post holder will demonstrate research experience, critical analysis skills, and the application of research into practice by creating and maintaining a culture which uses clinical audit and research to improve patient outcomes and promote best practice.

The post holder will benchmark own service against existing national standards and will disseminate research findings locally, nationally and internationally and actively engage in the JNAAS quality assurance system.

The post holder will support individuals and clinical teams in the development of specific audit activity in line with organisational and speciality specific objectives, creating reports and delivering findings in order to create a culture of learning and change. These will include establishing action plans and monitoring successful changes in practice.

NB: The above does not purport to be an exhaustive list of duties but is intended to indicate the range and type of duties required. The duties of the post may alter to reflect changing practices within the service.

January 2021