

Job Title	Clinical Nurse Specialist (generic)		
Agenda for change Band	6	Budgetary responsibility	No budgetary responsibility
Date Reviewed	12/04/2024	Management Responsibility	Trains new staff in own role
Job Summary			
<ul style="list-style-type: none"> a) Have primary responsibility for the provision of specialist nursing for a defined patient/client group, practicing autonomously as a core member of the multi-disciplinary team. b) Responsible for leading a team (in the absence of the team lead) to provide the safe therapeutic management of a defined patient / client caseload. c) Be the identified key worker for a patient/client caseload to co-ordinate / oversee therapeutic treatment and care d) Provide specialist advice, education and support to patients, their carers and other health care professionals. Practice clinically in agreed care settings and advise and support Divisions regarding the overall management of the service. e) Work across professional, departmental and Trust boundaries as required to develop and support patient-centred seamless care, with particular responsibility for leading nurse-led care initiatives. f) Act as a role model for all and contribute effectively to inter-professional team working. 			
General Duties			
<ol style="list-style-type: none"> 1. Holistically assess and identify health and psychosocial needs of individual patients and plan a Personalised Care programme to meet these needs, in partnership with patients/carers and colleagues. 2. Establish contact with patients/carers from the time of initial referral or identification to provide specialist nursing advice and practical and psychosocial support. 3. Manage a patient caseload to agreed referral/discharge criteria. Act as a 'key worker', effectively working in partnership with other professionals and referring patients to other practitioners as required. 4. Deliver knowledgeable nursing care to patients in agreed practice settings, working as part of nursing teams and in partnership with ward and departmental clinical leaders. 5. Communicate with patients in ways that empower them through shared decision making to make informed choices about their health and health care. Act as advocate for individual patients and the client group. 6. Provide appropriate education to patients and their families to promote health and encourage self-care and participation in the planned programme of treatment and care. 			

7. Use advanced communication skills to impart sensitive, complex and potentially distressing information to patients and carers, and provide them with advice and emotional support in hospital/at home as appropriate.
8. Maintain adequate patient documentation to NMC requirements for all patients seen and advice given in any practice setting and contribute to clinical activity/data collection as required.
9. Synthesise coherently and effectively, knowledge and expertise related to the specific area of practice.
10. Work collaboratively and in partnership with other health care professionals, offering appropriate, guidance and supervision to colleagues.
11. Be involved in planning and implementing standards of care, practice guidelines and where appropriate Integrated Care Pathways, and to continually evaluate the quality of patient care.
12. Contribute to the development of nurse-led initiatives for the benefit of the identified client group in relevant care settings, in conjunction with medical and nursing/AHP colleagues.
13. Demonstrate and disseminate clinical practice developments, utilising research in the specialist area of practice to develop and deliver evidence-based care.
14. Be proactive in supporting change to promote practice development and service improvement, in accordance with local and national service policy or guidance.
15. Contribute appropriately to clinical governance activities that relate to own area of practice and patient/client group.
16. To participate in delivering the UHS corporate nursing agenda.
17. Challenge professional and organisational boundaries in the interest of patients and clients and to improve health outcomes.
18. Contribute to the development of protocols, documentation systems, standards, policies and clinical guidelines for others to use in practice.
19. Work in collaboration with health and social care colleagues within the Trust and external primary and acute care providers to develop patient-centred pathways of care for smooth and timely referral, minimising delays and supporting shared care.
20. Assist in evaluation of the service and patient care, including patient satisfaction; selecting and applying a range of valid and reliable methods that are appropriate to needs and context.
21. Critically appraise and synthesise the outcomes of relevant research, evaluation and audit and act on this information in collaboration with colleagues to continually develop the service.
22. Identify gaps in evidence and / or practice knowledge that require resolution through research and initiate or assist in research activities as appropriate.
23. Provide education/training opportunities for nursing and other learners at pre and post qualification levels through classroom teaching and clinical placements.
24. Act as a knowledgeable resource to colleagues and use appropriate opportunities to share knowledge with and influence the practice of others.
25. Be proactive in developing and improving knowledge, skills and attitudes in structured ways, including accessing clinical supervision and participating in Trust Individual Performance Review.

Trust Values

All staff are expected to strive to make the Trust values 'what we do' – to inspire, develop and support every one of us to live our values, every patient, every colleague, every day.

Each post holder is expected to ensure they live the values of:



PATIENTS FIRST



WORKING TOGETHER



ALWAYS IMPROVING

These values are about us all helping each other to deliver great patient experience more consistently – involving people who use our services, their families, carers, staff, and partners in continuing to improve the experience people have using and delivering our services

Person Specification

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

Skills and competencies
Communication
Organisational skills
General IT skills
Negotiation skills
Self-motivated
Interpersonal skills
Attention to detail
Working under pressure
Teamwork
Time management
Working autonomously
Choose an item.
Choose an item.

Qualifications, knowledge and experience	
Essential	Desirable
Registered nurse on relevant part of the NMC register	Registered on MSc Pathway – completion of HTPA Competencies
Degree qualification or equivalent 120 credits at L6	Act in the role of Practice Assessor or supporting the progression of learners / supporting challenges as needed
Post registration qualification within area of speciality.	Counselling qualification
Completion of all Band 5 (preceptorship) competencies	Palliative care course
Provide evidence of supporting/ managing a range of learners in practice	IT training
Provide evidence of supporting colleagues to promote effective learning in practice	Change Management, clinical practice development.
Extensive post registration experience within specialist area.	Multidisciplinary team working.
Knowledge of current issues within the acute health service.	Interest in nurse –led care.
Understanding of personal accountability.	Organisational/strategic awareness.
Confident of own knowledge base, aware of learning needs and seeks guidance when appropriate.	Clear about professional accountability and autonomous practice components of role.
Able to critically review and communicate clinical information.	

Additional Information

This job description is designed to help post-holders understand what is expected of them in their role though, please note, it focuses upon the core requirements of the post. Other related duties within the employee's skills and abilities will be expected whenever reasonably instructed. The job description may be amended in consultation with the post-holder within the scope and general level of responsibility associated with the post. It is the post-holder's responsibility to ensure that they adhere to all Trust policies, procedures and guidelines relating to their employment, regardless of their position.

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast-moving organisation and therefore changes in employees' duties may be necessary from time to time.

Safeguarding

The Trust is committed to safeguarding children, young people, and adults at risk within its care. As an employee you are accountable to ensure that you know how to respond when you are concerned for the safety of a child, young person, or adult at risk. The Trust will support you in this process by providing training, support, and advice. There is a Corporate Safeguarding Team who can be contacted for guidance, support, and safeguarding supervision. For children and adults, you should be aware of your responsibilities detailed in UHS policies and procedures and local safeguarding children and adult boards procedures.

Mental Capacity Act 2005

All staff are required to ensure knowledge regarding the Mental Capacity Act 2005 (MCA) at a level deemed essential for their role. The level of training required will be specified to members of staff and is dependent on their role. It is important that staff understand and comply with local policies and procedures relating to MCA to ensure the Trust can act in an individual's best interest when providing care. This helps to ensure ongoing adherence to our legal obligations and ensuring we put the needs of our patients first.

Job Reference – IJES01047