

**Job Title:** Specialist Nurse

**Band** 6

**Reporting to:**

**Accountable to:**

**Contracted Hours:**

## Role Summary

The post holder will be expected to provide specialist knowledge and care to the patient and their carers. They will support colleagues in the effective management of patients in their specialist area who require a high level of judgement, discretion and decision making within an inpatient or outpatient setting. The post-holder will provide education and training to patients, carers, and healthcare professionals.

## Clinical

1. Undertake comprehensive health care needs assessment of patients, reassessing as appropriate.
2. Assess, plan, prioritise, implement and evaluate nursing interventions to meet patients' needs.
3. Contribute to the organisation of multi-disciplinary, patient centred care.
4. Facilitate patients and carers to take an active role in care given.
5. Responsible for assessing and recognising emergencies in their speciality. Able to interpret information and take appropriate action and lead others to do so.
6. To undertake and promote practice sensitive to the needs of patients and families from multi-cultural backgrounds.
7. Advise and support patients to manage their symptoms.
8. Attend Consultant led Out Patient Clinics, manage and report on cases (as appropriate to the role)
9. Communicate with clinicians as necessary.
10. Contribute to and support the work of colleagues in the Multidisciplinary Team,
11. Plan systems of nursing activity, which satisfy agreed standards at Local, Trust or National levels.
12. Coordinate as appropriate, the multi-disciplinary team in discharge planning.



13. Ensure all medication is administered in accordance with the Trust Medicines Management policy.
14. Demonstrate the mandatory competencies of the Trust, attending all required mandatory updates.

## **Managerial**

1. Demonstrate effective leadership at all times.
2. Demonstrate supervisory skills for junior and support staff.
3. Utilise Trust's Policies, Procedures and Guidelines actively contributing to their development.
4. Contribute to the efficient use and utilisation of resources.
5. Participate in the retention and recruitment of staff relevant to the area and the role.
6. Actively contribute to multi-disciplinary teamwork.
7. Deal personally with patients, relatives or visitors who make a complaint in line with Trust policy.
8. Deal with emotional and psychological issues as they arise.

## **Education, Research, Audit and Clinical Governance**

1. Support teaching of the multi-disciplinary team to maintain the learning environment.
2. Demonstrate responsibility for professional development using Personal Development Plan Portfolio.
3. Incorporate health education and health promotion in working practices.
4. Demonstrate practical application of specialist knowledge.
5. Identify, collect and participate in the evaluation of information to support multi-disciplinary clinical decision-making.
6. Contribute to the dissemination and implementation of evidence-based care in the writing of shared guidelines/protocols for care.
7. Lead or contribute, where appropriate, in multi-disciplinary clinical audit.

## **Professional**

1. Adhere to the Nursing & Midwifery Council (NMC) Code of Conduct and associated guidelines.



2. Be actively involved in clinical supervision of nursing / midwifery staff
3. Maintain relevant professional registration
4. Act as role model at all times.
5. Maintain confidentiality in all aspects of care and employment issues.
6. Maintain appropriate records, adhering to Nursing and Midwifery Council and Trust guidelines on record keeping.

## **Health and Safety**

1. All staff must take care of their own safety and others who may be affected by their actions or omissions.
2. Adhere to Trust and Departmental Health and Safety Policies and use any equipment or personal protective equipment provided to ensure safety.
3. Co-operate with their managers to maintain safe systems and safe workplaces.
4. Report any accidents/incidents or ill health, failings in premises equipment or personal protective equipment.
5. Not interfere with any equipment provided to ensure Health and Safety.
6. Not attempt to carry out tasks or repairs beyond their competence.
7. Ensure a safe environment for patients and staff by adhering to the Health and Safety at Work Act 1974.
8. Report clinical and non-clinical incidents through the Hospital reporting system.
9. Adhere to Trust and Departmental Health and Safety policies and use any equipment and personal protective equipment provided to ensure safety i.e. wearing of aprons and gloves when dealing with body fluids.
10. Follow manual handling guidelines and principles, utilising all aids and attending yearly updates, when dealing with patients and stores as and when needed.

## **Supplementary factors**

### Physical effort

- Ongoing requirement to exert moderate physical effort e.g. examining / manoeuvring patients

### Mental effort

- Assessing patients on a daily basis
- Frequent interruptions e.g. pagers, within clinics, other professionals requiring advice.



## Emotional effort

- There is frequent need to deal with people with physical, social and psychological problems.
- Occasionally required to impart unwelcome, sensitive and distressing news to patients, relatives and or staff.
- Frequently dealing with a patient group who have a chronic disease

## Working conditions

- Have to deal with bodily fluids e.g. taking blood, and other samples specific to the role
- Frequently required to walk around the hospital premises
- Respond to bleep and pagers
- Occasionally faced with verbal aggression and hostile behaviours

As a member of a clinical team your personal contribution to reducing healthcare associated infections (HCAIs) require you to be familiar with the Trust's Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps. You are required to attend induction training and mandatory training in Infection Prevention & Control every two years and be compliant.

All employees have a responsibility for safeguarding and promoting the welfare of children (and vulnerable adults). Further guidance can be sought from your Line Manager

All information relating to clients and staff gained through employment with UHSM is confidential.

The above indicates the main duties of the post, which may be reviewed in the light of experience and developments within the service. Any review will be undertaken in conjunction with the post holder.

## **Speciality Specific Job Competencies**

*List here any specific objectives and competencies that are unique to this role.*



## Person Specification

**Job Title: Band 6**

**Specialist Nurse**

	<i>Essential</i>	<i>Desirable</i>	<i>Assessment</i>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Registered nurse</li> <li>Evidence of relevant post qualification study at postgraduate level or equivalent knowledge.</li> <li>Teaching / mentor qualification</li> </ul>	<ul style="list-style-type: none"> <li>ECDL</li> </ul>	Interview Application NMC check
<b>Experience</b>	<ul style="list-style-type: none"> <li>Nurse - Minimum 3 years at Band 5 in the relevant setting.</li> <li>Evidence of working independently</li> <li>Participating in audit / patient surveys</li> <li>Evidence of managing within a clinical area.</li> <li>Ability to work and as part of a multidisciplinary / interdisciplinary team.</li> <li>Awareness of relevant national and local targets / NSF frameworks.</li> <li>Evidence of relevant CPD.</li> <li>Awareness of the Clinical Governance agenda</li> </ul>	<ul style="list-style-type: none"> <li>Working with students</li> <li>Evidence of undertaking a project</li> </ul>	Interview Application References
<b>Skills</b>	<ul style="list-style-type: none"> <li>Provide high levels of judgement, discretion and decision making in clinical practice, care and programme management, clinical practice development and research</li> <li>Analytical and judgemental skills</li> <li>Planning – straight forward issues</li> <li>Problem solving</li> <li>Effective communication</li> <li>Ability to work independently</li> <li>Computer skills e.g. word processing / email / internet</li> <li>Report writing</li> </ul>		Interview Application Presentation
<b>Work related circumstances</b>	<ul style="list-style-type: none"> <li>Flexible to meet needs of post</li> <li>Ability to work under pressure</li> <li>Ability to manage stress</li> <li>Ability to work on multiple sites</li> </ul>		Interview Application Occupational Health References



