

JOB DESCRIPTION

Title: Advanced CKD Specialist Nurse

Band: 6

Reports to: Ad-CKD Specialist Nurse Manager

Accountable to: Matron/Lead Nurse

Key Relationships: Patients/Families/Carers, Lead Nurse, Deputy Chief Nurses, Consultant Medical Team,

Divisional General Managers, Medical Directors, Risk Management, Ward and Department

Clinical Teams, Multi-Disciplinary Team, Support and Ancillary Staff, Nursing Students,

Community Health and Social Care

Teams, GP's, Clinical Governance Team and other teams of Specialist Practitioner

Role Summary

The post holder will be expected to provide clinical expertise and knowledge, demonstrating a sound understanding of the issues related to the identification, assessment, treatment and management of the client group. She/he will monitor and improve standards of care through, supervision of practice, clinical audit, evidence-based practice, teaching and supporting professional colleagues and the provision of skilled professional leadership. She/he will actively contribute to the clinical governance processes within the service.

They will be accountable for their own professional practice and development including: Patient Experience, implementation of the Nursing & Midwifery Strategy, consistent delivery of high standards of care, implementation of practice and service developments in line with the Trust, Nursing and Midwifery and Divisional objectives

Leadership & Consultancy

The post holder will be expected to: -

- Role model standards of care and behaviour through clinical practice
- Ensure visibility within clinical areas

- Participate in the development of MDT/team objectives for the service/specialty
- Act as a role model of standards of behaviour and professionalism, through commitment to the integration of policies and procedures within role and workplace
- Bring relevant national information, policies and guidelines that may impact on service to the attention of the MDT and Lead Nurse
- Maintain professional registration and practice through CPD
- Maintain professional portfolio to demonstrate competency in line with Trust competency framework
- Maintain personal standards of conduct and behaviour consistent with Trust and NMC guidelines
- Demonstrate the ability to, co-ordinate, monitor and assess own workload
- Make appropriate use of resources
- Addresses deficits in service, by identifying changes to service, in order to ensure that these deficits are resolved

Advocacy and Patient Experience

The post holder will be expected to:

- Listen and respond to patient /families and staff feedback.
- Escalate concerns when standards of care fall below that which is expected
- Develop systems to maximise opportunities to have face to face contact with patients and families.
- Act in a manner to consistently support equality & diversity in all interactions.
- Responsible and accountable for the care and experience patient and families experience.

Clinical Practice

The post holder will: -

- Assess plan and implement programmes of evidenced based care for client group
- Ensure interventions are undertaken in line with best practice guidance
- Provide advice, information and support to Trust staff caring for specific client group
- Provide specialist advice and support to client group
- Act as a resource in the co-ordination and effective management of the admission and discharge process
- Incorporate enhanced practice in line with the regulatory framework of the Trust and NMC
- Ensure that child protection and vulnerable adult legislation is adhered to within own practice and service

- Participate in the development and evaluation of policies/guidelines/protocols for clinical practice and as appropriate to role
- Provide a visible clinical profile, having both an advisory and clinical input into patient care as directed by the Lead Nurse
- Prepare accurate and concise reports both verbally and written
- Communicate the needs of the client groups effectively within the MDT and the Trust
- Deploy effective communication strategies to ensure that information and knowledge is imparted sensitively according to the needs of patients, staff and students in training
- Continually review and evaluate own role and clinical practice informing the annual review process with the Lead Nurse and MDT
- As required, be an active member of relevant Trust committees and groups contributing to developing/implementing local strategy
- Plan and manage own workload in a flexible manner, ensuring that service provision meets the needs of clients
- Keep relevant records and submit reports in a professionally acceptable manner
- Promote a positive relationship with all stakeholders within the service
- Participate in the clinical governance process, including adverse incident reporting/investigation and the management of complaints, as appropriate
- Collect and collate data as required by the role in order to support internal and external professional and operational bodies

Education & Development

The post holder will: -

- Contribute to the delivery of specific and relevant teaching programmes for all disciplines and grades of staff, client group and carers within the Trust in relation to area of specialty
- Review and evaluate relevant teaching programmes and contribute to the development of new programmes when a need is identified
- Maintain the education of link nurses, and clinical areas who contribute to the patient pathway
- Pursue his/her own education in line with national agendas and personal need formulating personal objectives related to service need within personal development plan
- Seek appropriate peer support and clinical supervision, as agreed with Lead Nurse

- Act as mentor/preceptor and resource person for all nursing and support staff, as appropriate to the role
- Ensure mentorship training is updated annually
- Provide clinical supervision
- Ensure clinical environment is conducive to supporting the education and learning of all staff and students
- Provide educational and training opportunities to pre-registration nursing students to ensure placements satisfy the relevant elements of their learning agreement
- Provide an environment that encourages client centered involvement where clients are facilitated to ask for help, advice and education
- Participate in the development of clinical governance systems and structures ensuring service is represented as appropriate

Research & Development

The post holder will: -

- Ensure all clinical practice is evidence based
- Evaluate clinical practice by contributing to audits of service/role
- Demonstrate knowledge of current research in all aspects of his/her work and to advise others on the implementation of relevant research findings to practice
- Participate in research projects in response to identified needs as identified by the MDT
- Disseminate results/research findings via local team
- Promote the shared objectives of the multi-disciplinary team by working closely to ensure that best practice is achieved utilising both Clinical Benchmarking and Essence of Care processes to achieve this

Departmental Duties

- Work within the MDT on the development of the AdCKD service across the Trust
- Assess patients with CKD making appropriate referrals to clinical teams
- Action CKD pathway once appropriate medical assessment has been conducted
- Work with CKD MDT in developing Clinical Guidelines and Protocols in line with developing/implementing and sustaining the CKD service at MFT
- Provide Specialist support/education and training to patients, relatives and Clinical Teams
- Contribute to the identification/facilitation and sustaining clinical audit and outcomes around CKD service
- Work autonomously across clinical areas within the Trust

This job description is an outline of the key tasks and responsibilities of the role and is not intended as an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services, as well as the personal development needs of the post holder.

Where particular areas require the post holder to focus on specific issues and/or areas of concern, this will be discussed through the performance management process.

Health and Safety

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardize the health and safety to either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health and Safety at Work

The post holder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

All accidents/incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.

Security

The post holder has a responsibility to ensure the preservation of NHS property and resources.

Confidentiality

The post holder is required to always maintain confidentiality in all aspects of their work

Team Briefing

The Trust operates a system of Team Briefing, which is based on the principles that people will be more committed to their work if they fully understand the reason behind what is happening in their organisation and how it is performing

Smoking Control Policy

The Trust operates a smoking control policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas. Staff appointed will agree to only smoke in designated areas

THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER