



Health and Care
Jersey

Information Pack

Director of Nursing, AHP, Clinical Governance
& Quality

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VEREDUS



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MESSAGE FROM THE CHIEF OFFICER FOR HEALTH AND CARE JERSEY

Dear Colleague

Welcome and thank you for your interest in the Director of Nursing, Allied Health Professionals (AHP), Clinical Governance and Quality role in Health and Care Jersey.

As Chief Officer for Health and Care Jersey, I am committed to ensuring our services are led by individuals who demonstrate excellence in health leadership and strategic purpose, in pursuit of outstanding patient care.

We are seeking a leader with energy, self-direction and an ability to plan and demonstrate continuous improvements in professional practice and care, who will inspire our teams, collaborate with multidisciplinary professionals, and shape the future of nursing, midwifery and AHP practice for the benefit of our people and our patients.

There is also a real opportunity to help shape and influence our plans for a more integrated approach to health and care that will deliver lasting benefits for Jersey, alongside our New Healthcare Facilities (NHF) Programme, including a new Acute Hospital, delivering a step change in quality of facilities for current and future generations of Islanders.

We are excited to commence this search for an exceptional professional to join our health leadership team and play a key role in advancing the quality of care and guiding and inspiring our teams towards continued excellence.

Thank you for considering this opportunity to lead a team committed to making a difference to the lives of those we care for in Jersey.

Best wishes,

Tom Walker
Chief Officer



ABOUT HEALTH & CARE JERSEY

Our Island takes the time to care



patient ratio of 1:6, ward managers that are 100% supervisory and instant access to a host of qualifications and courses, we work to ensure that our nurses can provide the best patient care possible. We have the time to make a difference to our patients, considering their wellbeing in its entirety and going further than just medical needs. People are not just a 'number' here in Jersey.

And as with many aspects of Island life, our healthcare system is familiar enough for comfort, but offers variances that mean our workforce and patients have a different experience. A small Island community, we have one main hospital that acts as a hub with a small number of offsite facilities and the geography of our Island means there is little commute and community roles are just that, roles in the community you live in.



Working in an Island healthcare environment like Jersey you get to know people quickly. Our training and education programmes give you the opportunity to meet people across government. This creates a strong sense of community and professional camaraderie within the healthcare system.

What's more, working in an Island community, you will see and feel the extraordinary impact of your care and dedication every day.

How we care

Jersey is a unique place to live and work and being a nurse in Jersey is different. As a crown dependency, we are an Island nation which includes our own healthcare service. And it is a service on the move. With our patients and health professionals at the centre of all we do, you have more time to care, and we give more time to you, for your development and wellbeing.

The level of care that you can give here is far more extensive. With one general hospital, an average

The healthcare service has strong links with UK hospitals, known as tertiary centres, who provide specialist care when Islanders need treatment which cannot be provided in Jersey.

Join our diverse team of health and care professionals making a difference to lives of Islanders every day.



Where we care

Working in an Island healthcare environment like Jersey, you get to know people quickly and fortunately our multi-site healthcare facilities are all within a short commute.

The healthcare facilities incorporate everything from acute hospital care to maternity services, community and acute mental health care provision, to adult social care, occupational therapy and physiotherapy.

Jersey General Hospital is the cornerstone of healthcare on the Island, providing essential medical care to over 100,000 Islanders and visitors.

The central healthcare hub is home to a team of over 2,000 medical professionals working across 30 departments. It operates as a centre for healthcare, playing a pivotal role in providing exceptional patient-centred medical services to the Island's community.

Open 24 hours a day, 365 days a year, the hospital delivers a comprehensive range of specialist medical care and services, from acute to emergency care and outpatient care to midwifery and community health services.

The Enid Quenault Health and Wellbeing Centre is a brand-new, cutting-edge outpatient facility named after the esteemed politician, Enid Quenault, celebrated for her enduring commitment to Jersey. This modern centre consolidates a diverse array of outpatient services in a single, well-equipped location.

It features spacious consultation rooms, inviting public areas, a café with extended opening hours and excellent staff facilities, including showers and dedicated staff rest area.

Health and Care Jersey has committed to investing in new healthcare facilities; the Enid Quenault Health and Wellbeing Centre is one part of the New Healthcare Facilities Programme. Other facilities include a brand-new acute hospital at Overdale which will be built over the coming years and other healthcare facilities across the Island.

New healthcare facilities investment

The Government of Jersey is committed to delivering new, modern healthcare facilities to provide a great environment for patients and staff. In consultation with Health and Care Jersey, work is underway for the New Healthcare Facilities Programme to deliver a new Acute Hospital (Inpatients, Women's and Children, Emergency Department and Theatres) at Overdale, Ambulatory Hospital (Outpatients and Day Surgery) at Kensington Place, and a Health Village in St Saviour (Physical and Mental Health). The Enid Quenault Health and Wellbeing Centre, which opened in August 2023, is one part of the NHF Programme. The Clinique Pinel mental health ward providing crisis care and assessment is another new facility which opened its doors this year. New high-quality healthcare facilities, fit for 21st Century needs, will help clinicians deliver clinical care for Islanders as



well as providing excellent spaces for the wellbeing and further development of staff.

New Acute Hospital

Compared to the current General Hospital, the new proposed Acute Hospital at Overdale will be a much quieter environment within a landscaped setting, ensuring optimal conditions for patient care and recovery. The modern, fit-for-purpose healthcare facility, briefed and designed following hundreds of clinical user groups, will include a flexible, modular design approach to ensure future-proofing as clinical requirements change. The facility has been designed to allow maximum daylight, reduction of solar gain and creation of safe, wind-protected environments, maximising opportunities for Sustainable and Low Carbon Design. The arrangement of inpatient bedrooms maximises the coastline and valley views which are proven to support health recovery.

Mental Health

Enjoy more time in Jersey to care for fewer patients.

The Mental Health service in Jersey has expanded and improved in recent years to provide a full service to Islanders.

The crisis response rate is lower in Jersey due to fewer patients, shorter distances and increased capacity within the mental health department to deal with Island issues. The mental health department are consistently achieving their goal of seeing patients in crisis in under 4 hours.

A brand-new mental health ward, Clinique Pinel, opened its doors this year to provide crisis care and assessment.

The facility was born out of a partnership with the Jersey Police aiming to reduce the amount of mental health patients being sent to the hospital emergency services department or the police station and ensuring Islanders receive the care they need. Further facilities are planned to further enhance the provision of mental health services in Jersey.





Caring for you

Your move, Your Island life, Your development.

Step into a world where breath-taking scenery unfolds, where safety and inclusivity thrive and where miles of sandy beaches beckon during warm summers and mild winters. This is your invitation to embrace a life that's far from ordinary in Jersey.

How we help you relocate

Should you be offered and accept a role with the Government of Jersey our relocation to Jersey package includes:

Familiarisation visit

We will provide flights and accommodation for you, your partner, and dependent children to visit Jersey. This includes up to two nights (bed and breakfast) for one visit, with property viewings arranged by our relocation partners. Booking must be through our preferred travel provider.

Relocation support

To help you move to Jersey and start your employment with us, we will provide and pay for the full cost of your removals to the Island, in line with what is eligible for removal. This needs to be taken within 12 months of your employment start date.

We will also pay for the cost of travel to the Island, at the time of your relocation - for you, your partner and any dependants. If you are relocating a car to the Island, it is at this point that you should relocate it, travelling by ferry with the car.

We will also provide you with practical relocation support through our relocation partners. This will

include support in finding a home and sorting the administration of your move. All of which is part of our welcome and an introduction to the Island. We want to make your relocation as easy as possible for you. There is no charge for this specialist support which has a menu of packages based on your individual circumstances.

A one-off relocation payment of £3,000

Please contact us for any further enquiries you may have with regards to the relocation policy.

Island life

Striking scenery, a safe and inclusive society, miles of sandy beaches, high performing schools, an enviable work-life balance, a heritage, political and economic stability, low personal taxes, warm summers and mild winters.

Jersey is an Island idyllically situated between England and France and offers career advancement as well as an excellent work life balance. With history and heritage dating back over millennia and food and lifestyle options available for you to enjoy, life in Jersey caters for all.



ABOUT THE ROLE

Job Purpose

The Director of Nursing, AHP, Clinical Governance and Quality is an integral part of our small community’s healthcare system. Our nurses, who work within our hospital or in the community and mental health, feel a real sense of fulfilment and the nursing leader will enjoy connecting their efforts and the Island community’s overall health and quality of life.

Be part of a small Island where you can make a big impact.

The Director of Nursing, Allied Health Professions, Clinical Governance and Quality is the Executive Nurse in the Health and Care Jersey Services Division (HCJSD) 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 HCJSD 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 Health and Care Jersey Island Division

The details

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



Job Specific Outcomes

As a member of the Health and Care Jersey Services Division (HCJSD) 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 Professionals 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, midwifery and AHP 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 UK 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 HCJSD 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 HCJSD 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 for HCJSD, responsible for advising the Health and Care Jersey Island Division on all matters relating to HCJSD Nursing and Midwifery and AHPs. Represent HCJSD local, regional, and national Nursing, Midwifery, AHPs or related bodies. Act as the HCJSD 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 People team to ensure remuneration strategy supports the organisation in attracting and retaining a high-performance Nursing, Midwifery & AHP workforce. Addressing strategic workforce issues and ensuring that workforce reform is embedded in HCJSD strategic planning.

Ensure that all Nurses, Midwives and AHPs employed by HCJSD 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 and AHP workforce meets the needs of patients undertaking regular reviews of establishments and skill mix.

Be responsible for the sourcing, commissioning and development of learning programs and educational workshops for HCJSD, 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 Health and Care Jersey'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.

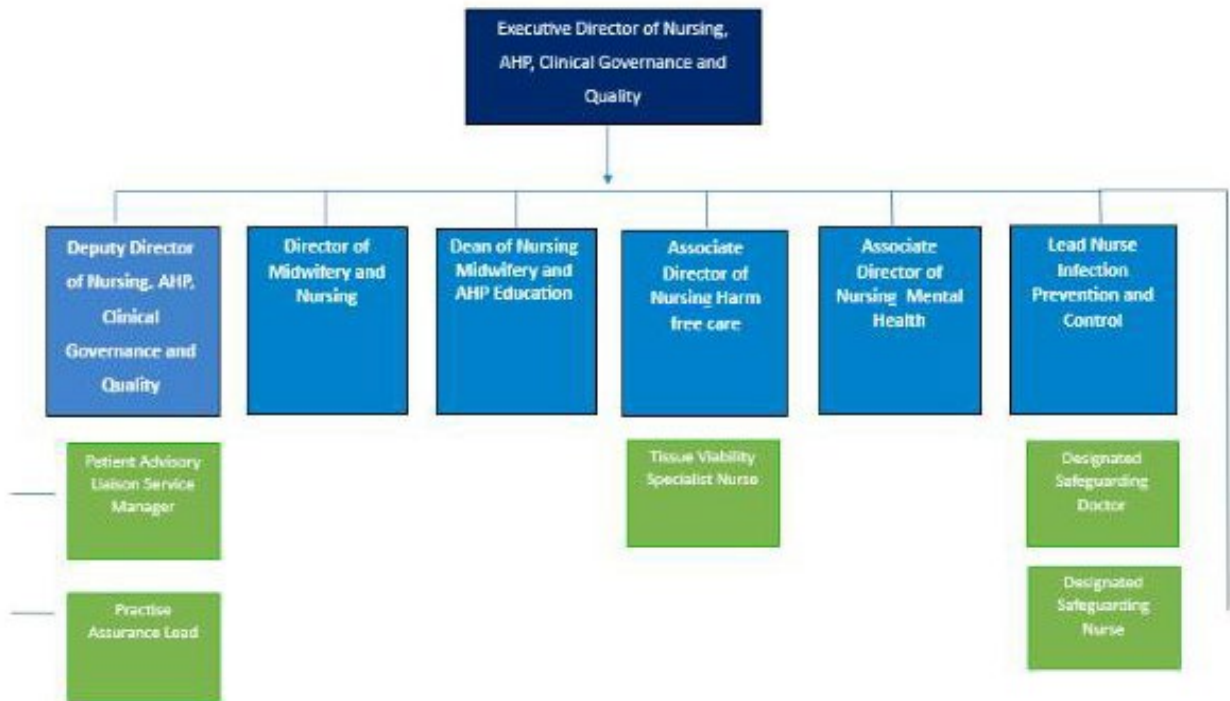
This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable or publicly supporting someone who is standing for election or playing a public part in any political manner.

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 regarding HCJSD, 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 care of HCJSD, by creating collaborative, efficient, and joined up public services where children and vulnerable adults can flourish in a healthy, safe educational and social environment.
Customers 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 Standards	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 care about people as individuals and show respect for their rights, views and feelings

WE ARE
BETTER
TOGETHER

We share knowledge and expertise, valuing the benefits of working together

WE ARE
ALWAYS
IMPROVING

We are continuously developing ourselves and our services to be the best they can be for Jersey

WE ARE
CUSTOMER
FOCUSED

We are passionate about making Jersey a better place to live and work for everyone

WE
DELIVER

We are proud of Jersey as a place and are passionate about shaping and delivering great public services



SPECIFICATION

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 Care Jersey 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 HCJSD 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.



HOW TO APPLY



To apply for this post, you will need to submit the following documentation, via the Veredus website – www.veredus.co.uk, quoting the reference number:

17668 – Director of Nursing, AHP, Clinical Governance and Quality

by no later than **23:59 on Tuesday 25th February 2025:**

- A **CV** setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps.
- A **Supporting Statement** (around two pages) outlining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role.

As part of the online application process, you will also be required to complete the following:

- Diversity Monitoring Form All monitoring data will be treated in the strictest confidence, will not be provided to the selection panel and will not affect your application in any way. If you do not wish to provide a declaration on any of the particular characteristics, you will have the option to select 'prefer not to say' (via this link) [CLICK HERE TO COMPLETE THE DIVERSITY MONITORING FORM](#)

- **Candidate Supporting Information Form** (via this link) [CLICK HERE TO COMPLETE THE CANDIDATE SUPPORTING INFORMATION FORM](#)

All submissions will receive an on-screen acknowledgement when you apply through the Veredus website.

At Veredus, we take care to protect the privacy of our candidates and clients. To read more about how we collect, store and share your data please read our privacy notice which can be accessed here: <https://www.veredus.co.uk/privacy-and-cookies>

Should you encounter any issues with your online application please get in touch with us via: VeredusHealthTeam@veredus.co.uk

We want to make sure our recruitment process is as accessible for you as possible. If you need helpful adjustments due to a difference, condition, or disability, please let us know and we will do our best to accommodate any adjustments you may need.

Further Information

If you have any questions about the role or would like to discuss the post further, please contact our advising consultant at Veredus:

- Neal Mankey on 07931 584060 – Neal.Mankey@veredus.co.uk;
- Jenny Igbokwe on 07720 169185 – Jenny.igbokwe@veredus.co.uk

THE RECRUITMENT PROCESS

Preliminary Interviews and Shortlisting

You will receive an on-screen electronic acknowledgment of your application when you apply through the Veredus website.

The selection panel will then assess your application to select those demonstrating the best fit with the role by considering the evidence you have provided against the detail in the Person Specification section. Failure to address any or all of these may affect your application. Applications that are deemed to be suitable will be invited to have preliminary discussions with Veredus as detailed in the timeline below.

The timeline in this pack indicates the date by which decisions are expected to be made, and all candidates will be advised of the outcome as soon as possible thereafter.

Stakeholder and Final Panel Interviews

You will be asked to attend a stakeholder panel process followed by a final panel interview, to have a more in-depth discussion of your previous experience and professional competence in relation to the criteria set out in the vacancy description, key responsibilities and accountabilities and person specification. This process will be overseen by the Jersey Appointments Commission.

Full details of the assessment process and format will be made available to shortlisted candidates.

Indicative Timeline

Please note that these dates are only indicative at this stage and could be subject to change. If you are unable to meet these timeframes, please let us know in your application letter.

The anticipated timetable is as follows:

Application Closing Date	Tuesday 25 th February 2025
Veredus conduct sifting and Preliminary interviews	Thursday 27 th February to Thursday 6 th March 2025
Shortlisting Decision	Monday 10 th March 2025
Informal Discussions /Referencing/Assessment	Post shortlisting
Stakeholder and Final Panel Interviews in Jersey	Thursday 20 th and Friday 21 st March 2025 (TBC)

Candidates are asked to note the above timetable, exercising flexibility through the recruitment and selection process. It may not be possible to offer alternative dates.