

Deputy Chief Nurse

Department: Health and Community Services (HCS)

Division: Chief Nurse

Reports to: Chief Nurse

JE Reference: HCS1029.1

Grade: NM08D

JE Date: 23/04/2024

Job purpose

The Deputy Chief Nurse works across the full portfolio of the Chief Nurse in their absence and as required. This includes leading the development of senior nursing professional teams through supporting the Associate Chief Nurses and Lead Nurses to deliver their designated portfolios.

In conjunction with the Chief Nurse the Deputy Chief Nurse provides strategic, professional and operational leadership across HCS and supports the leadership integration across the wider island health and social care system. Responsible for articulating the vision they lead on the contribution of nurses to ensure HCS delivers its strategic objectives, meets its statutory requirements and provides excellence in care to the highest standards of professional practice and performance.

Working collaboratively with HCS senior leaders for the achievement of quality, clinical, financial and operational performance the Deputy Chief Nurse will ensure visible high quality, safe, person centred services within HCS and in partnership with other stakeholders across the health, academic and social care system.

The post involves working in partnership with organisations outside of Jersey to develop and maintain a network of mutually beneficial relationships this includes: the Royal Colleges of Nursing, Nursing and Midwifery Council, the HCPC and the Council of Deans for Health.

The post holder will champion the clinical and nursing research and audit agenda and engage with staff, patients and key stakeholders to improve the patient experience, ensure effective system wide patient flow working with operational leads, be responsible for efficient safe staffing and ensure workforce capacity is matched to demand.

The postholder will have line management responsibilities for the Associate Chief Nurse, Professional Standards team, patient experience team and the Infection Prevention and Control team.

Job specific outcomes

Professional clinical and strategic leadership -support the CN to:

- Provide senior, credible professional advice and support to the Chief Nurse leading and providing strategic oversight for priority areas such as system transformation, quality and safety, accreditation and compliance.
- Establish an island wide professional forum for nurses to raise profile, strengthen collaboration, develop the profession and opportunities for growth.

- Set the standards for clinical practice and lead the nursing workforce in HCS to deliver consistently high standards of care and experience for patients.
- Support the Chief Nurse to ensure adherence to NMC guidelines on professional matters.
- Manage the Associate Chief Nurse team to ensure delivery against portfolio.
- Act as a role model working effectively with the Executive team and their direct reports in implementing a culture focussed on quality, safety and improvement.
- Promote and foster a culture of collaborative practice across professions which values continuous professional development and learning.
- Working with the Care Groups contribute to the delivery of effective budgetary management and control across all services.

Workforce transformation– working with the Chief Nurse, lead on the development of an island wide strategy for nurses and midwives that sets out the vision and ambition.

- The post holder will have direct line management responsibilities within the role and will be required to hold them to account for the provision of active and transformational leadership.
- Development of a strong professional voice that engages and empowers professionals.
- Contribute to ensuring effective, safe and responsive care through proactive, visible nursing, and allied health professional contribution to patient flow.
- Provide leadership and oversight of nursing workforce spend particularly in relation to the contingent labour spend working with the Care Groups.
- Ensure full use and benefit realisation of e-roster and safe care implementation leading to greater efficiency and productivity.

Quality and Safety – development of an accountable care framework for nursing which provides oversight of nursing care and professional standards with particular reference to:

- Infection Prevention and Control, working with the DIPC and Lead Nurse lead on the development of an Infection Prevention and Control Strategy for HCS
- Development of a quality dashboard for nursing, midwifery and allied health professionals
- Working with the Director of Quality and Safety and senior colleagues to ensure clear evidence of learning from incidents, complaints, serious case reviews and ensure there are mechanisms in place that provide assurance that changes have taken place and are sustained.
- Demonstrate expertise and competence in “safe staffing” “safe care” for all HCS nursing areas, provide oversight to safe, appropriate and cost effective use of resources
- Develop a safe staffing dashboard that provides ward to Board oversight that demonstrates good governance and provides an accurate reflection of staffing against acuity

Patient and client experience and involvement – Development of a patient and client experience and involvement strategy for HCS with particular reference to:

- Development of the PALS service to become a first point of contact for HCS enquiries relating to patients/patient care/patient enquiries/complaints and feedback

Education and training – work in partnership with the Chief Nurse, Medical Director and the Director of People (Health) and other colleagues to review and further develop education and training strategies and ensure alignment and effective contribution to HCS’ and the islands wider strategic aims.

- Raise the profile of good practice across HCS and the wider health community beyond Jersey through

conferences, practice forums, national networking opportunities, publications and other mediums

- Promote interdisciplinary education and training
- The formalisation and development of formal career pathways
- Succession planning and talent sourcing
- Development and implementation of new roles cross system
- Introduction of clinical leadership development programmes
- Ensure appraisal, preceptorship, revalidation and clinical supervision is in place and effectively managed across HCS

Other duties –

- Act as the formal deputy to the Chief Nurse at meetings when required such as HCS Board, Scrutiny Panel etc.
- Participate in the out of hours director on call rota
- Provide expert reports, briefings to the CN to assist in Executive decision making.
- Respond to external reports on request
- Respond to FOI's, States Questions and provide Ministerial Briefings on subject matters relevant to the portfolio of responsibility
- Work collaboratively across the Tier 3 portfolio, acting as a role model for the department and professions
- Engage in all relevant mandatory and statutory training
- Maintain registration and revalidation
- Support any other duties as required by the CN

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

<Delete the following statement if not applicable>

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

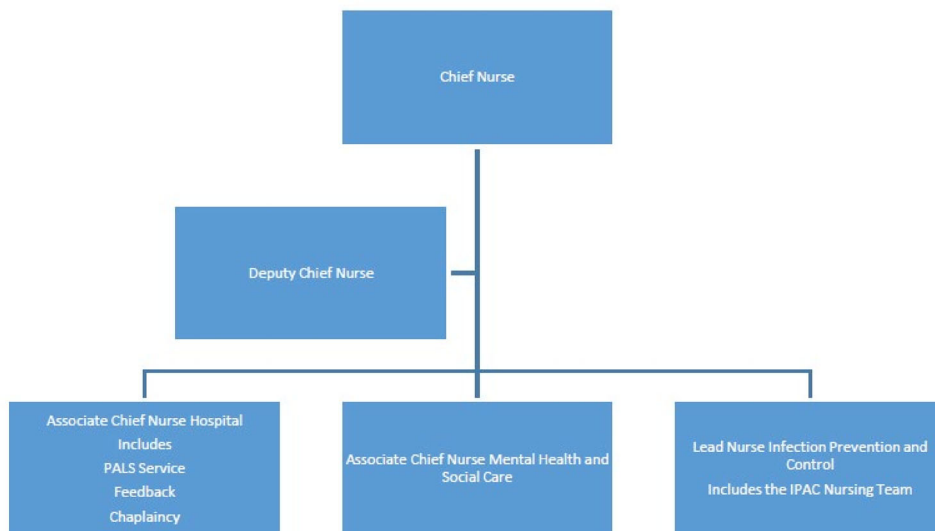
Services (TIER 1,2 and 3 jobs only – DELETE if not applicable)

- Island wide remit: clinical professional leadership of the island's registered nursing, midwifery and allied health professional workforce circa 2000.
- HCS responsibilities: for Nursing, midwifery, Allied Health Professionals and Healthcare Support worker workforce. It's an important clinical leadership role in the delivery of safe and effective care and has a focus on professional regulation, workforce development, staffing, clinical quality, patient experience, patient safety, safeguarding, infection prevention and control, and education and training. A key focus of the work during 2024

will be on the preparation of the workforce and the public for inspection of services in 2025 which will require significant focus, clinical leadership and experience.

- Executive Nurse for HCS: as a member of the HCS Executive team.

Organisation chart



Person Specification

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	First level Registered Nurse with NMC Registration Degree (or level 6 qualification) in Nursing or Midwifery or equivalent.	

	<p>Masters level qualification in Nursing or Midwifery or equivalent</p> <p>Management qualification or equivalent experience.</p> <p>Project management</p> <p>Board Experience</p>	
Knowledge	<p>Highly developed specialist knowledge of Nursing and Midwifery underpinned by theory and experience</p> <p>Expert-level knowledge of the critical factors in delivering improvements in clinical performance / standards of care relevant to role</p> <p>Knowledgeable about the Jersey context and systems of care</p> <p>Knowledge and experience of improving patient safety in health care provision.</p> <p>Expert level knowledge of the Clinical Governance and Risk frameworks required to underpin the delivery of safe patient care within a health care setting.</p> <p>Advanced Knowledge of MS Office Suite</p>	<p>Undertaken media training</p>
Technical / Work-based Skills	<p>Thorough and up to date knowledge of nursing and midwifery theory and best practice, and the application of this practice</p> <p>Expert knowledge of NMC Code of Practice and requirements of it for the practice and behaviour of staff and self, and the midwives rules</p> <p>Driving licence, keyboard skills, skills required for professional practice</p>	
General Skills/Attributes	<p>Able to present effectively both verbally and in writing</p> <p>High level influencing skills. Ability to critically analyse information</p> <p>A strong team player who can professionally lead and role model</p> <p>Evidence of involvement patient experience, coproduction and user involvement in service</p>	

	development and transformation	
Experience	<p>Significant post clinical qualification working experience in order to have developed consolidated practice to lead the profession.</p> <p>Experienced in quality improvement with demonstrable impacts</p> <p>Experienced in workforce development and service transformation</p> <p>Experienced in all aspects of Safeguarding children and vulnerable adults</p> <p>Experienced in IPAC working at a senior leadership level</p> <p>Experienced in patient and public engagement</p> <p>Experience of working at a Senior Nurse level with relevant clinical and management experience</p> <p>Experience of developing business cases/business planning</p> <p>Experience of implementing, managing and achieving changes in clinical practice Demonstrable experience of developing staff and teams</p> <p>Experience of effective budgetary management for a department or service</p>	
Criteria relating to Safeguarding		

Core Accountabilities, Attributes and Behaviour Indicators

Delete as appropriate:

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 1 to 3 core accountabilities, attributes and behaviour indicators.

The standards relevant to this tier, identified in the States of Jersey core accountabilities attributes and behaviour indicators, are to be attached in a separate document.