

Specialist Registrant

Department Health and Community Services (HCS)

Division

Reports to Lead Nurse

JE Ref HCS1068

Grade: CS11 (AfC: F)

JE Date: 3/12/2021

Job purpose

A specialist registrant is an expert within service speciality providing high level expert advice, education and support to staff, patients their families and carers.

Professionally and managerially responsible for the overall governance, quality and safety of patients within the specialist service and will work within a multi professional team to ensure that specific care pathways are established maintained and evaluated according to need.

Job specific outcomes

1. Identify, establish and ensure compliance to all legislative, HCS policy, procedures and professional practices, in line with professional regulatory and statutory requirements. Ensure that all staff are aware of their individual responsibilities relevant to professional 'Codes of Practice' including Nursing and Midwifery Council (NMC) and Jersey Care Commission (JCC), to enhance best practice.
2. Appraise and monitor the professional and clinical performance of the team and within the wider organisation, relevant to speciality. Identify individual staff training and development needs as well as supporting the development of the annual team business and training plan, to achieve optimum outcomes for patients within defined budgets. Contribute to the overall Care Group and HCS business planning cycle.
3. Ensure effective assurance mechanisms are in place to measure care outcomes linked to evidence based standards. Individual care plans and associated records will be contemporaneous and incorporate measurable metrics. Manage risk, developing appropriate risk management strategies and promote a culture of patient safety.
4. Responsible for budget management, ensuing a cost effective and efficient use of resources which encourages self-sufficiency and flexibility of working practices.
5. Responsible and accountable for effective rostering based on agreed job planning within the speciality team, in line with the key performance indicators as specified in E-roster and HCS rostering policy. Integral to this, staff rosters will take into consideration staff health and wellbeing in line with best practice.

6. Responsible for effective training and educational programmes relating to speciality for patients, relatives' carers and the multi-professional team. This will include networking and contribution to teaching with appropriate educational programs of learning, like-wise teaching and training within clinical environments. The specialist registrant is required to participate in research and audit relevant to speciality.
7. Ensure the patient journey is optimised and support patient flow from admission to discharge. Effective communication must be established with all disciplines and agencies who are involved in the patients care plan. This will include active engagement with community and primary care providers, where care is continued in the patients preferred place of care and should be aligned to the expectations of the Government of Jersey 'Our Hospital' initiative and the implementation Jersey Care Model.
8. Lead and manage the speciality multi-disciplinary team to identify, report and escalate issues of concern relating to patient safety, identified risks and compromise in care. Ensure appropriate safeguards are in place and advocate for the patient, communicating to appropriate agencies when there are any concerns regarding potential/actual risk to any patient or their dependents. (e.g. safeguarding, domestic violence, protection of the vulnerable adult/child, mental capacity and Significant Restriction of Liberty (SRoL).
9. Support clinical teams to manage and promote the HCS quality agenda, to include JNAAS and other key evidence-based care standards, in line with legislative and professional regulatory requirements. Standards will be embedded into all operational delivery of care and monitored continually. Support clinical teams where required, including the development of action plans to ensure compliance and delivery of optimal standards of care. Specialist registrants will be accountable for establishing, maintaining and respectfully challenging/taking appropriate action when care falls below the expected standards
10. Working within the care group, ensure best practice principles are applied to recruitment and retention of staff. Manage all relevant human resources procedures fairly and effectively. This will include assurance around developing practice through performance, review and appraisal and managing poor performance, in line with HCS policies.
11. Ensure that appropriate models of effective practice supervision are established, maintained and embedded into clinical practice for all staff. A variety of models should be considered, depending on the specific needs of the clinical team and adapted to ensure clinical practice and patient care is optimised within a clinical governance framework in line with HCS policy.
12. Take responsibility for the handling of complaints relating to the service. Personally, lead and supervise investigations where necessary, implement actions and changing practice, adopting a learning culture. The patient will be central to all stages of the care journey, supported by HCS Patient Advocacy Liaison Service (PALS). This will optimise and strengthen the patient voice at each stage of their journey improving individualised care delivery.
13. Ensure that teams work in a safe and responsible manor by demonstrating a knowledge and understanding of all HCS Health and Safety policies, including Fire Regulations, COSHH, Moving and Handling and Safety walkabouts. Develop a formal programme of risk assessment in relation to health & safety, clinical risk and other agreed areas of risk management, in line with corporate and national frameworks.

Statutory responsibilities

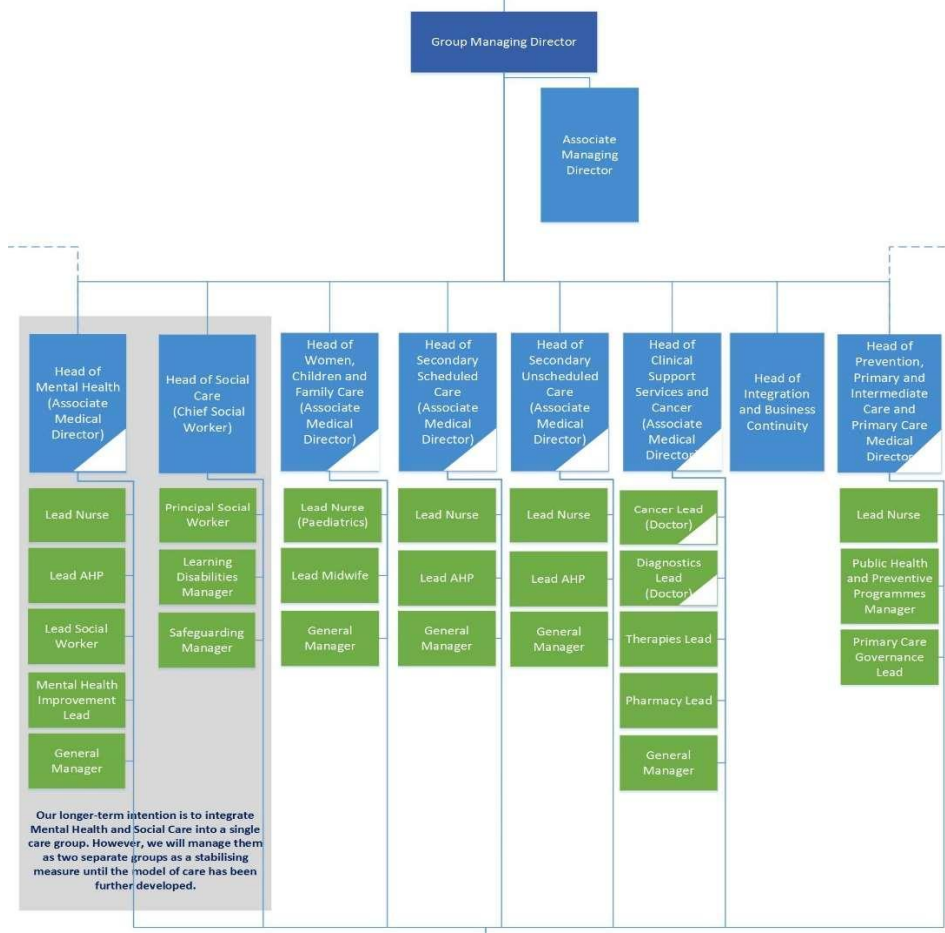
Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The jobholder 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.

Organisational structure



Organisation chart



Clinical and Operational Service Delivery
 Frontline services will continue to be run by multi-disciplinary teams but are not listed on this chart individually. Managerial reporting lines will relate to the relevant care group and professional reporting lines will be unaltered.

Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>Regulated Health Care Professional with current registration. (e.g. NMC/HCPC)</p> <p>Profession Specific / Speciality Degree (or level 6 qualification) in Nursing or Midwifery or equivalent.</p> <p>Recognised Management qualification CMI Level 5 or equivalent</p> <p>Working towards Masters (Level 7) professional qualification, relevant to speciality.</p> <p>Basic Life Support (BLS) Intermediate Life Support (ILS) Advanced Life Support (ALS)</p>	<p>Masters level qualification in appropriate speciality</p> <p>Intermediate Life Support</p> <p>Recognised Teaching qualification</p> <p>Independent Prescribing Qualification (e.g. NMC v300)</p>
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Personal Portfolio demonstrates up-to date knowledge of clinical, managerial and educational aspects of contemporary practice, in line with revalidation standards. Follows the 4 Pillars of specialist practice:</p> <ul style="list-style-type: none"> • Clinical Practice • Leadership • Education • Research <p>Knowledge and understanding of clinical and human factors in the delivery of safe healthcare practice.</p> <p>Expert level knowledge of the Governance and Risk frameworks required to underpin the delivery of safe patient care.</p>	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Ability to engage with people and motivate and support them to work to high standards.</p> <p>Calm under pressure, able to use initiative and make decisions.</p> <p>Excellent interpersonal /communication skills with a variety of media and at all levels. This includes the ability to communicate in difficult and challenging environments.</p> <p>Thorough and up to date knowledge of best practice, and the application of this practice.</p>	

	<p>Understanding and application of NMC 'The Code' and requirements of it for the practice and behaviour of staff and self.</p> <p>Keyboard skills, skills required for professional practice.</p>	
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Competent IT and keyboard skills.</p> <p>High level reasoning skills and ability to problem solve.</p> <p>Organised with effective time management; adaptable and self-motivated.</p> <p>Ability to present effectively both verbally and in writing.</p> <p>A strong team player who can professionally lead and role model.</p>	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Minimum of 4 years relevant post qualification experience</p> <p>Proven post-registration experience and evidence in leading a multi-professional team</p> <p>Demonstrable knowledge of Safeguarding</p> <p>Evidence of leadership</p> <p>Experience of implementing, managing and achieving changes in clinical practice</p> <p>Provide relevant training/education programmes to colleagues at all levels</p> <p>Experience of working in a multi-professional environment</p> <p>Evidence of effective staff management and running a ward/area/department.</p>	

Core Accountabilities, Attributes and Behaviour Indicators

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 4 core accountabilities attributes and behaviour indicators.